



Anti Bullying Policy

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Definition of Bullying

DfE guidance defines bullying as 'behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally.' (Preventing and Tackling bullying DfE July 2017)

Bullying means that one child is deliberately using his or her power over another to make them feel bad. *Bullying is not having a single argument or fight with someone. It isn't saying something bad to someone once when you are angry.* Bullying goes on deliberately over a period of time.

Bullying is anything done, physically or verbally with the intention of hurting somebody. It can be:

- EMOTIONAL: being unfriendly, excluding, tormenting:
- PHYSICAL: hitting, kicking, taking belongings or any use of violence
- RACIST: racial taunts, graffiti, gestures
- SEXUAL: unwanted physical contact or comments
- HOMOPHOBIC: because of or focussing on the issue of sexuality.
- VERBAL: name calling, insulting, sarcasm, making offensive remarks
- INDIRECT: being made the subject of malicious rumours, sending malicious emails or text messages
- CYBER: all areas of the internet including email, social media, chat rooms, mobile threats by text messaging and calls, misuse of the camera and video recording.

Our Principles

At Southwater Infant Academy, bullying will not be tolerated. No one deserves to be the target of bullying. Everyone has the right to be treated with respect. Children who use bullying behaviour need to be aware of the consequence of their actions. They need to be taught different ways of behaving.

<https://www.anti-bullyingalliance.org.uk/tools-information>

Aims and objectives

Bullying is wrong and damages individuals. We therefore do all we can to prevent it, by developing an academy ethos in which bullying is regarded as unacceptable.

We aim, as an academy, to produce a safe and secure environment where all can learn without anxiety, and measures are in place to reduce the likelihood of bullying.

The academy feels that bullying is not a prevalent problem at the academy but we are aware that there are many differing perceptions amongst parents, teachers and children of the nature and impact of bullying and therefore, we reflect seriously upon this subject and make a commitment to deal with it professionally and effectively. Anti-bullying strategies are seen as part of the academy's overall aims and ethos and as part of the academy's Behaviour Policy, RRS ethos and the PHSE curriculum, used to raise awareness and increase understanding.

This policy aims to produce a consistent academy response to any bullying incidents that may occur.

The role of pupils

We are a 'telling' school. Pupils are encouraged to tell anybody they trust if they or any other member of the academy are being bullied and if the bullying continues or restarts, they must keep on letting people know.

All pupils in the academy have a responsibility to tell their class teacher, classroom assistant, Midday Meals Supervisor or the Headteacher or Deputy Headteacher if they are a target of bullying, believe another child is being targeted or witness bullying behaviour.

The role of the teacher and support staff

All the staff in our academy take all forms of bullying seriously, and seek to prevent it from taking place.

All incidents of bullying that occur both ***in and out*** of class are logged on CPOMS. We also record incidents that occur near the academy, or on the children's way between the academy and home. The academy staff may investigate and act upon instances of bullying behaviour outside the academy if it is reasonable to suggest that the academy should be regulating their behaviour in the circumstances.

All incidents of bullying behaviour are to be reported to a member of staff AND the Headteacher, Deputy Headteacher or the SLT, who will further investigate. If teachers witness an act of bullying, they will investigate it themselves and inform the Headteacher. Teachers and support staff will do all they can to support the child who is being targeted. All incidents should also be recorded on CPOMS by the member of staff who witnessed or was first told about the bullying.

There is a simple three stage procedure if bullying behaviour has occurred:

- 1. A verbal warning is given to the child/children concerned and the children are clear as to why/how their behaviour is bullying and how it has made the other child/ren feel. This is recorded to clearly show who has been the target of the bullying and who has been exhibiting bullying behaviour.*
- 2. If there is a second formal occasion then the parents will be informed and a meeting with Headteacher to discuss the situation. The academy and parents will receive a written record of this meeting and the agreed actions. A support programme may be put in place to help the child change their behaviour. Our SENDCo may need to refer to other outside agencies.*
- 3. If the behaviour continues, then in cases of extreme behaviour then internal or fixed term exclusions will be considered.*

After the incidents, each case is monitored to ensure repeated bullying does not take place again.

Attempts will always be made to help the child change their behaviour and if necessary the police, Family Support Workers or the Behaviour Support Team may be contacted for advice and support.

Teachers use a range of methods to help prevent bullying and to establish a climate of trust and respect for all. They use drama, role-play, stories etc. within the curriculum, to help pupils understand the feelings of bullied children, and to practise the restraint required to avoid lapsing into bullying behaviour. PSHE and circle time is used to praise, reward and celebrate the success of all children, and thus to create a positive atmosphere.

The role of the Headteacher

It is the responsibility of the Headteacher to implement the academy anti-bullying strategy, and to ensure that all staff (both teaching and non-teaching) are aware of the academy policy, and know how to identify and deal with incidents of bullying. The Headteacher reports to the board of trustees about the effectiveness of the anti-bullying policy on request.

The Headteacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this academy. The Headteacher draws the attention of children to this fact at suitable moments. For example, if an incident occurs, the Headteacher may decide to use an assembly as the forum in which to discuss with other children why this behaviour was wrong.

The role of parents

Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately. If they are not satisfied with the response, they should contact the Headteacher or trustees. If they remain dissatisfied, they should follow the academy's complaints procedure, as detailed on the academy website.

Parents have a responsibility to support the academy's anti-bullying policy, actively encouraging their child to be a positive member of the academy. Advice for parents if they think their child is being bullied are available on a variety of websites including <http://www.bullying.co.uk/advice-for-parents/>, <https://www.kidscape.org.uk/advice/advice-for-parents-and-carers/> or <https://www.anti-bullyingalliance.org.uk/tools-information/advice-parents>

The role of trustees

The trustees support the Headteacher in all attempts to eliminate bullying from our academy. The board of trustees will not condone any bullying at all in our academy, and any incidents of bullying that do occur will be taken very seriously, and dealt with appropriately.

The trustees monitor both the effectiveness of the anti-bullying policy and the records kept by the Headteacher.

A parent who is dissatisfied with the way the academy has dealt with a bullying incident can ask the chair of trustees to look into the matter. The board of trustees responds within ten days to any request from a parent to investigate incidents of bullying. In all cases the board of trustees notifies the Headteacher and an investigation is conducted