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MULTI-ACADEMY TRUST

Anti-Bullying Policy

Churchfield CE Academy

Policy type	School Policy
Review	Every 3 years
Author/Responsible Officer	Headteacher
To be ratified by	RHB/LGB
Approved by	RHB
Date of Ratification	30 th June 2023
Date of Next Review	Summer 2026

Anti-Bullying Policy

INTRODUCTION

It is recognised that at some time every school has incidents of bullying. This is usually rare in primary schools because the children are supervised more closely and known to all the adults. This policy outlines the actions the school will take not only towards the bully or bullies but for any victims of bullying.

AIMS AND OBJECTIVES

- ❑ To prevent bullying by developing a school ethos in which bullying is regarded as unacceptable. Victims and witnesses of bullying should know that it is “OK to tell” and that they will receive practical help if they do.
- ❑ To create a safe and secure environment where everyone can learn without anxiety.
- ❑ To have a consistent response across the school to any bullying incidents that may occur.
- ❑ To make everyone connected with the school aware of our anti-bullying stance.
- ❑ To clearly state the school’s procedure in response to incidents of bullying.

WHAT IS BULLYING

It is important to recognise that bullying is not a normal argument of falling out between children. It is most useful to consider the following definitions:

- ❑ It is deliberate and hurtful behaviour
- ❑ It is repeated, often over a long period of time
- ❑ It is difficult for those being bullied to defend themselves.

Bullying behaviour can take many forms but four main types are:

- ❑ **Physical** hitting, kicking, pushing or taking someone’s belongings
- ❑ **Verbal** name-calling, insulting, taunting or racist or sexist remarks
- ❑ **Indirect** spreading nasty stories about someone or excluding someone from friendship groups
- ❑ **Cyber-Bullying** via mobile phone or the internet.

THE EFFECTS OF BULLYING

- ❑ Many children feel ashamed of being so disliked that they are bullied
- ❑ Some children feel guilty or responsible, believing that somehow they deserve to be bullied

- ❑ Many children who are bullied suffer a loss of confidence and very low self-esteem, all of which make them more vulnerable to being bullied again
- ❑ Some children feel trapped with no way out and no way of seeking help
- ❑ Often children who are being bullied find it difficult to talk about it and frequently suffer bullying in silence.

ROLE OF THE REGIONAL HUB

- ❑ Hub members support the Headteacher in all attempts to eradicate bullying
- ❑ Monitor incidents that occur
- ❑ Regularly review the effectiveness of the school policy
- ❑ Request and receive feedback from the Headteacher on the incidents of bullying, use of procedure and the effectiveness of anti-bullying strategies.

ROLE OF THE HEADTEACHER

- ❑ To implement the school's Anti-Bullying Policy ensuring that all staff are aware of the policy and know what procedure to use in dealing with incidents of bullying.
- ❑ To lead staff in setting a climate of mutual support and praise which will make bullying less likely.
- ❑ To lead staff in setting the example to children that bullying is wrong and unacceptable.
- ❑ Keep records of bullying incidents.
- ❑ To work with the Police, Extended Schools Service and other partners on managing cyber-bullying
- ❑ Report to the Hub members on incidents of bullying and the effectiveness of the Anti-Bullying Policy.

ROLE OF THE STAFF

- ❑ Support all children in their care to establish a climate of trust and respect for all by celebrating success and using praise and reward for all.
- ❑ To use PSHE use all lessons especially PSHE to give children an understanding of what behaviour constitutes bullying, to develop skills to prevent and deal with bullying situations and promote responsible attitudes.
- ❑ To teach pupils about the risk of new communications technologies online use including social media, the consequences of their misuse and how to use them safely.
- ❑ Take any incidents of bullying seriously and report them to the Headteacher via CPOMs.
- ❑ To support any child who is being bullied.
- ❑ Intervene in incidents to prevent bullying taking place.

ROLE OF THE CHILD

- ❑ Support anyone who is being treated unkindly.
- ❑ Inform an adult about any incident that you think may be bullying.
- ❑ Don't be afraid to tell someone you trust.
- ❑ Don't keep bad behaviour a secret.
- ❑ Don't ignore bullying.

ROLE OF THE PARENT

- ❑ Let the school know at once if you think any child is being bullied.
- ❑ Support the school in implementing the Anti-Bullying Policy.
- ❑ Don't "bully" your child to get information out of them. They will talk when they feel safe.

INVESTIGATING BULLYING

It is important to recognise that there is a difference between isolated incidents, friendship squabbles and bullying. Bullying takes place on more than one occasion and is persistent in nature. Isolated incidents are also taken very seriously and dealt with under the School's Behaviour Policy.

WHAT THE SCHOOL WILL DO

- ❑ Any incident where there is an allegation of bullying is taken seriously and investigated.
- ❑ If on investigation of the incident it is found that bullying took place it is recorded as such on CPOMS and kept by the Headteacher.
- ❑ All those involved, victim, bully and witness, are listened to and a records of their accounts are recorded. This may be completed by the investigating adult or by the children themselves.
- ❑ The parents of the victim are also invited into school. A time frame is agreed for monitoring the situation and the victim is assured of access to an adult who will act as mentor. The mentor will make daily contact with the child and be in regular contact with the parents.
- ❑ The parents of the bully are called into school. There is an expectation that the bully will make amends to the victim. If the incident is serious enough, the Headteacher may decide that a fixed term exclusion is appropriate. If the bully is involved in further incidents of bullying, they will be excluded from school for a period of time. Continued and repeated bullying will result in a permanent exclusion.
- ❑ The school will provide counselling for the victim and the bully. The victim is encouraged to express how they feel about being bullied and the bully is encouraged to respond. The counselling member of staff will talk through the action to be taken and the support that is being offered.
- ❑ All bullying incidents are reported to the Hub Board on a termly basis through the Headteacher's report and termly to the Local Authority through the electronic return.

WHAT THE CHILDREN CAN DO

- ❑ Follow and respect the school's behaviour code / internet / mobile conduct code and rules established by the pupils via the School Council.
- ❑ Tell an adult if you are being bullied or if you know that someone is being bullied. This is not telling on others, it is protecting other children from cruel and unkind behaviour.
- ❑ If you cannot speak to an adult, go to an older child, maybe a member of the School Council or a House Captain and ask for their help.
- ❑ Try to ignore or laugh off any comments or teasing. Bullies usually stop if they don't get the reaction they want which is normally to cause upset or distress.
- ❑ Politely but firmly tell the bully or bullies to go away and say NO in an assertive way.

WHAT THE PARENTS CAN DO

- ❑ Listen sympathetically to your child if they are worried. If you think they may be being bullied don't question them when they are distressed. They are more likely to confide in you if you just listen and allow them to unburden themselves.
- ❑ Don't agree to keep a secret.
- ❑ Calmly try to establish the facts with your child being careful not to over-react to what they have to say.
- ❑ Speak to the class teacher or Headteacher as soon as you can.
- ❑ If your child is the bully support them in understanding how to change their behaviour and in apologising to the victim.
- ❑ Support the school's approach to dealing with the incident.

LINKED POLICIES AND DOCUMENTS

- ❑ Behaviour Policy
- ❑ Home-School Agreement
- ❑ Aims, Values and Vision Statement
- ❑ School Internet Safety Policy