



Policy Statement

Anti-Bullying

Policy Written by:	E. Threlkeld
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This policy has been written in consultation with pupils, parents, staff and Governors. The Policy should be seen as a product of a regular review and revision undertaken by all staff working together, and subject to amendment when necessary. This Policy should be read in conjunction with the Behaviour and Discipline Policy and Child Protection Policy. Source: Kidscape Anti Bullying Policy.

Statement of Intent:

At Perton Primary Academy we are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere.

Bullying of any kind is unacceptable in our Academy and will not be tolerated.

If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a TELLING school. This means that *anyone* who knows that bullying is happening is expected to tell the staff. Staff take bullying very seriously and investigate it thoroughly.

Definition:

Bullying is the use of aggression by one or more people with the intention of hurting another person. Bullying results in pain and distress to the victim. Bullying can be:

- Emotional Being unfriendly, excluding, tormenting e.g. hiding books, threatening gestures
- Physical Pushing, kicking, hitting, punching or any use of violence
- Racist Racial taunts, graffiti, gestures
- Sexual Unwanted physical contact or sexually abusive comments
- Homophobic Focusing on the issue of sexuality
- Verbal Name-calling, sarcasm, spreading rumours, teasing
- Cyber All areas of internet, such as e-mail & internet chat room misuse. Mobile threats by text messaging & calls
Misuse of associated technology , i.e. camera & video facilities

Quick Checklist: Bullying:

- 1.....goes on for a while or happens regularly
- 2.....is deliberate; the other person wants to hurt, humiliate or harm
- 3.....Involves someone (or several people) who are stronger in some way than the person being bullied.

Because these three things have to happen together for something to be called 'bullying' they will learn that bullying is not:

A one-off fight or argument

A friend sometimes being nasty

An argument with a friend

(Seal Parent Pack)

The Values and Beliefs underlying this Policy are:

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

All bullying is unacceptable, regardless of how it is delivered or what excuses are given to justify it.

This school recognises the detrimental effect on pupils who may be subjected to bullying and has a responsibility to respond promptly and effectively to issues of bullying.

The harmful effect on pupil performance as a result of bullying is recognised and the school is committed to combating all bullying behaviour.

Objectives of this Policy:

All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.

All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.

All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.

As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.

Persons covered by this Policy: All pupils, whether permanently or temporarily on the school roll, will be covered by this Policy. The school and Local Authority treat bullying among their employees as a potential disciplinary matter.

Signs and Symptoms:

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- changes their usual routine
- is unwilling to go to school (school phobic)
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens to run away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- has possessions which are damaged or "go missing"
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above

Older pupil is afraid to use the internet or mobile phone

Older pupil is nervous & jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

Action to Combat Bullying:

- positively creating an ethos where we are all sensitive to and respect the needs and wishes of others
- applying the range of sanctions outlined in the Behaviour and Discipline Policy, including the methods of acknowledging good behaviour and enhancing self esteem and confidence
- allocation of specific roles and responsibilities, both at staff and pupil level, in order that incidents may be detected, behaviour monitored, and appropriate after-care delivered
- the establishment of a record through which all incidents are collated and periodically reviewed and reported in appropriate quarters
- communication of the Policy and its periodic update, in order to ensure that staff, pupils, parents and governors are continuously aware of the Policy and also of their individual responsibilities
- examination of preventative measures, procedures and practices, in an effort to reduce the risks of bullying behaviour occurring
- staff training to ensure that all responsibilities in respect of this Policy can be delivered in a competent, caring and efficient manner
- establishing appropriate staff/pupil forums to discuss bullying issues on a regular basis
- writing class rules, stories or poems about bullying, circle time, making up role plays, listening to assembly stories and SEAL activities

Role of Parents:

Parents can play a vital role by:

- stressing to pupils the importance of sociable behaviour
- reporting any concerns about bullying
- actively endorsing the Anti Bullying Pledge and supporting the Anti-Bullying Policy
- noting that it is never appropriate to use deliberate physical violence nor should a pupil seek to bully a perpetrator.

Role of Staff:

When working with an individual accused of bullying:

- Be seen to express disapproval
- Explain why the behaviour is unacceptable
- Try to identify the reason for the behaviour
- Refer to the school rules and ethos
- Provide an opportunity to put the situation right
- Encourage an agreement to stop any re-occurrence

Procedures:

1. Report bullying incidents to staff. Staff should note the name and details of incidents causing concern and refer them to the class teacher and head teacher. Enter events on Sims behaviour tracker.
2. In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem. In serious cases exclusion will be considered.
3. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.
4. The bully (bullies) will be asked to genuinely apologise. Other consequences may also take place ie loss of privilege.
5. Staff will use strategies to help the bully (bullies) change their behaviour
6. Allocate a Buddy and member of staff to provide support.
7. Wherever possible, the pupils will be reconciled
8. After the incident has been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Evaluation Procedures: In order to assess the effectiveness of this Policy, the following standards will be used as a means of measuring performance:

- Variations in number of reported incidents over a given period
- Individual incident returns, including nil returns within given periods for different phases.
- Lunch-time Supervisory Assistants' records, Medical file and Teacher Records.
- Questionnaires: Feedback from Pupils, Parents, Staff, Governors.