



**Perton  
Primary  
Academy  
Anti Bullying  
Policy**

## The purpose and scope of this policy statement

The purpose of this policy statement is:

- to prevent bullying from happening between children and young people who are a part of our organisation or take part in our activities
- to make sure bullying is stopped as soon as possible if it does happen and that those involved receive the support they need
- to provide information to all staff, volunteers, children and their families about what we should all do to prevent and deal with bullying.

This policy statement applies to anyone working on behalf of Perton Primary Academy, including senior managers and the board of trustees, paid staff, volunteers, sessional workers, agency staff and students.

Separate documents set out:

- our code of behaviour for children, young people and adults
- our policies and procedures for preventing and responding to bullying and harassment that takes place between adults involved with our organisation.

## What is bullying?

Bullying includes a range of abusive behaviour that is

- repeated
- intended to hurt someone either physically or emotionally.

**Physical Bullying** - Unprovoked assault on a person or group which can range from a 'prod' to grievous bodily harm.

**Psychological** - Reduction of a person's self-esteem or confidence through threatening behaviour, taunting or teasing about race, gender, religion, sexual orientation, disability, family circumstances, appearance, or any other feature of their lives which can be used to wound or humiliate them.

**Social- Ostracism**/rejection by peer group.

**Verbal** - The use of language in a derogatory or offensive manner, such as swearing, racist or sexist abuse, sexual innuendo, spreading rumours, etc.

**Cyber bullying** - Using mobile phones or the internet to deliberately upset someone. This includes peer-on-peer abuse (see below). Being subjected to harmful online interaction with other users especially during remote learning in relation to COVID 19.

**Homophobic/transphobic/biphobic** - Any hostile or offensive action against lesbians, gay males, bisexuals or trans-gender people, or those perceived to be lesbian, gay, bisexual or trans-gender.

**Child-on-Child abuse** - any abusive behaviour that involves sexual harassment/violence, cyberbullying, physical abuse, 'upskirting', 'sexting', coercion or initiation/hazing (see Safeguarding and Child Protection, Online Safety policies).

### **Signs and symptoms of bullying**

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:

- is frightened of walking to or from school
- is unwilling to go to school (school-phobic) or regularly feels ill in the morning
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens to self-harm or runs away
- stops eating
- cries themselves to sleep at night or has nightmares
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money (to pay bully)
- has unexplained cuts or bruises
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber-message is received

### **We believe that:**

- children and young people should never experience abuse of any kind

- we have a responsibility to promote the welfare of all children and young people, to keep them safe and operate in a way that protects them.

**We recognise that:**

- bullying causes real distress and affects a person's health and development
- in some instances, bullying can cause significant harm
- all children, regardless of age, disability, gender reassignment, race, religion or belief, sex or sexual orientation, have the right to equal protection from all types of harm or abuse
- everyone has a role to play in preventing all forms of bullying (including online) and putting a stop to bullying.

**We will seek to prevent bullying by:**

- developing a code of behaviour that sets out how everyone involved in our organisation is expected to behave, in face-to-face contact and online, and within and outside of our activities
- holding regular discussions with staff, volunteers, children, young people and families who use our organisation about bullying and how to prevent it
- providing support and training for all staff and volunteers on dealing with all forms of bullying.
- putting clear and robust anti-bullying procedures in place. Our regular discussions with staff, volunteers, children, young people and families will focus on:
  - group members' responsibilities to look after one another and uphold the behaviour code
  - practising skills such as listening to each other
  - respecting the fact that we are all different
  - making sure that no one is without friends

- dealing with problems in a positive way
- checking that our anti-bullying measures are working well.

**Responding to bullying we will make sure our response to incidents of bullying takes into account:**

- the needs of the person being bullied
- the needs of the person displaying bullying behaviour
- needs of any bystanders
- our organisation as a whole. We will review the plan we have developed to address any incidents of bullying at regular intervals, in order to ensure that the problem has been resolved in the long term.

**Diversity and inclusion we recognise that bullying is closely related to how we respect and recognise the value of diversity.**

**We will be proactive about:**

- seeking opportunities to learn about and celebrate difference
- increasing diversity within our staff, volunteers, children and young people
- welcoming new members to our school.

Procedures to be followed when bullying is suspected

1. When a bullying incident is reported, those accused of bullying and witnesses of the incident will be invited to describe verbally to a member of staff what has taken place and this will be recorded. The student will also have the chance to write down their account of what has taken place.
2. Bullying incidents will be recorded in each Academy's 'Bullying Log' for future reference and all documentation to do with specific incidents will be filed in the student files.

3. Sanctions If a student either admits to bullying or it can be proved beyond reasonable doubt that they have taken part in this behaviour, then the following methods and sanctions can be used.

- The incident will be reported to their parents and action will be agreed.
- A restorative justice package may be used to ensure that issues are resolved.
- At the secondary academy a student will be issued with a C5, which is an internal exclusion. This involves a student being isolated from their peers, social time at breaks being removed and a detention being sat the same day.
- The student may be sent home pending a meeting with their parents.
- A fixed-term exclusion may be put into place.
- A permanent exclusion will be considered for extreme cases of bullying or repetitive bullying behaviour after earlier sanctions have been used.

4. Once the bullying incident has been resolved, and the victim of the bullying considers the matter closed, referral to an outside agency may be made where a support programme will be put in place for the person who did the bully