

Greenway Academy

Anti Bullying Policy

Policy Statement

The governing body and staff of the academy are totally opposed to bullying. Bullying is wrong and damages children. The aim of this policy is to provide pupils with a safe and secure working environment.

It is recognised that all schools are likely to have a problem with bullying at some time. This academy regards bullying as particularly serious and firm action will always be taken against it.

This policy also identifies the practice of 'cyber-bullying' and treats it as seriously as any other form of bullying.

This policy aims to produce a consistent response by the academy to any bullying incidents that may take place.

Procedure

1. Recognising the Signs of Bullying

Bullying is deliberately harmful behaviour over a period of time. Staff will watch out for the signs and symptoms of the following forms of bullying:

- a. physical
- b. verbal
- c. indirect, e.g. spreading rumours or social exclusion
- d. misuse of mobile phones or Internet message boards and chat rooms.

The academy recognises that any pupil can be bullied but certain factors that can make bullying more likely are:

- a. a lack of close friends in the academy
- b. shyness
- c. race, religion, sexual orientation or social class
- d. a disability or some other obvious difference, e.g. stammering or acne.

Staff will suspect bullying is occurring if a pupil:

- a. becomes withdrawn and anxious
- b. shows deterioration in his or her work
- c. starts to attend academy erratically
- d. has spurious illnesses
- e. persistently arrives late at academy
- f. prefers to stay with adults.

2. Preventing Bullying

The academy will take every opportunity to demonstrate to pupils, through the curriculum and by example, that it is totally opposed to bullying. Staff will not ignore bullying or suspected bullying. All academy staff will, wherever possible, intervene to prevent bullying incidents from taking place.

The academy will encourage pupils to report any incidents of bullying to a teacher, other adult at the academy or a School Council representative. Pupils will be told that they may bring a friend with them if they wish.

The academy will ensure that all staff, pupils and parents, are aware of the academy's anti-bullying policy. The policy will be posted on the academy website.

Staff will praise and encourage pupils when they show kindness and consideration to others.

3. Dealing with Bullying Incidents

Any incidents of bullying will be taken seriously and dealt with as quickly as possible.

Staff will do all they can to support the victims of bullying and make it clear to the bully that this behaviour is not acceptable.

In dealing with bullying, academy staff will:

- a. not ignore it
- b. not make premature assumptions
- c. listen to all accounts of the incidents
- d. adopt a problem-solving approach that encourages pupils to find solutions rather than simply justify themselves
- e. make regular follow-up checks to ensure that bullying has not resumed.
- f. ensure that the incident is reported to named person.

4. If a Pupil is bullied

Staff who receive a report of a bullying incident from a pupil will:

- a. listen to the pupil's account of the incident
- b. reassure the pupil that reporting the bullying incident was the right thing to do
- c. make it clear to the pupil that he or she is not to blame for what has happened
- d. make a note of what the pupil says
- e. explain that the pupil should report any further incidents to a teacher or other member of staff immediately.

Staff will ask the pupil:

- a. what has happened
- b. how often it has happened
- c. who was involved
- d. where it happened
- e. who saw what happened
- f. what he or she has done about it already.

5. Advice to Pupils

The academy will advise pupils who are caught up in bullying incidents to:

- a. stay calm and look as confident as possible
- b. be firm and clear, look the bully in the eye and tell them to stop
- c. walk away from the situation as quickly as possible
- d. immediately tell an adult what has happened.

6. Peer Support Services

Staff will refer all pupils involved in bullying incidents to the peer support services at academy, e.g.:

- a. befriending
- b. circle of friends
- c. support groups
- d. School Council
- e. mediation by adults
- f. mediation by peers
- g. assertiveness training groups.

Pupils within the child's class can also be involved in discussions about how they might support the pupil being bullied and what they should do if they suspect that bullying is taking place.

7. Helping the Bullies to Change

Staff will spend time to help pupils who have bullied others to change their behaviour. If a pupil is bullying others, staff will:

- a. talk to the pupil and explain that bullying is wrong and makes others unhappy
- b. discuss with the pupil how to join in with others without bullying
- c. talk to the pupil about how things are going at the academy, his or her progress and friends
- d. give the pupil lots of praise and encouragement when he or she is being kind and considerate to others.

8. Dealing with Serious Bullying

If the preventative measures and peer support strategies do not succeed, serious bullying will be dealt with under the academy's discipline policy. The bully will:

- a. be removed from the group
- b. lose any break or lunchtime privileges
- c. be banned from a academy trip, sports event or other activity where it is not an essential part of the curriculum
- e. be excluded for a fixed period.

In the most serious cases, permanent exclusion will be the most likely sanction if the bullying:

- a. involves serious actual or threatened violence against another pupil

- b. amounts to persistent and defiant misbehaviour.
- c. involves threatening behaviour with a knife or other dangerous item

9. Recording Incidents

All incidents of bullying and discussions with the pupils involved will be recorded, along with the academy's response.

10. Co-operating with Parents and Carers

The academy will work with parents in dealing with bullying. Bullying in the academy is everyone's responsibility. All staff, pupils and parents should be aware that bullying exists and share a strong commitment to combat it and to make the academy a happier place for everyone.

The academy will ensure that parents are aware of the academy's anti-bullying policy.

Parents, carers and families are often the first to detect signs of bullying. Common physical symptoms include headaches, stomach aches, anxiety and irritability.

The academy will encourage parents who suspect that a child is bullying or being bullied to immediately contact the academy and make an appointment to see the child's teacher or a member of the Senior Leadership Team as soon as possible.

Parents and carers will be informed of persistent or serious incidents and involved in discussions. The academy will discuss with parents how they can work together to stop the bullying. The Senior Leadership Team will confirm in writing agreed actions as part of the follow up process.

11. Monitoring and Review

This policy is regularly monitored by the Headteacher and governing body to ensure that it is working as effectively as possible.

Policy Review Date 31.09.18

