

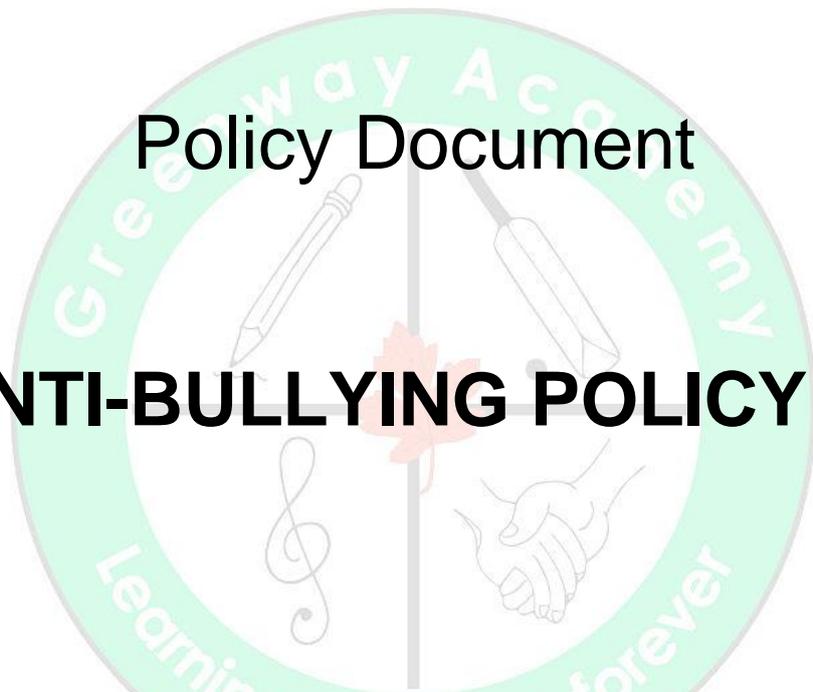
Greenway Academy

Policy Document

**ANTI-BULLYING POLICY**

**REVIEWED: Spring 2020**

REVIEW: Spring 2021



## Statement of Intent

We are committed to providing a caring, friendly and safe environment for all our pupils so they can learn and play in a relaxed and secure atmosphere. We achieve this by having in place an anti-bullying policy and monitoring it.

Bullying of any kind is unacceptable at our school and will not be tolerated. We take all incidents of bullying seriously. Bullying hurts. No one deserves to be a victim of bullying.

We acknowledge that bullying does happen from time to time. When bullying does occur, everyone should be able to tell, knowing that incidents will be dealt with promptly and effectively in accordance with our anti-bullying policy. We are a TELLING school. This means that anyone who knows that bullying is happening is expected to let someone know so that the bullying will stop.

## Aims and Objectives

- To ensure that the whole school community understands what is meant by bullying.
- To ensure all governors, teaching and support staff know what the school policy is on anti-bullying, and consistently follow it when bullying is reported.
- To ensure all pupils and parents/carers know what the school policy is on anti-bullying and what they can do if bullying occurs.
- To reduce and eradicate wherever possible, instances in which pupils are subject to bullying in any form.
- To fulfil our aim of creating a caring, friendly and safe environment.
- To encourage the whole school community to share these values and turn them into action.

## Links to other Policies

- *Behaviour for Learning policy*
- Health and Safety policy
- Complaints Procedures policy
- Whistle blowing policy
- Parental engagement policy

## Consultation

The consultation process for the anti-bullying Policy has involved:

- **Parents/Carers** – the policy was put onto the Greenway Academy website and parents/carers were given a period of one week to contact the school if they wished to discuss the policy and its contents.
- **Pupils** – children's responses to a questionnaire and discussions within Circle Times regarding bullying behaviours and the curriculum content were collected.
- **Staff** – staff responses to an environmental questionnaire were collected and there was consultation on the draft policy.
- **School Governors** – a focus group was involved in developing and writing the policy.

## What is Bullying?

Bullying is the use of aggressive behaviour, name-calling or intimidation with the intention of hurting another person. Bullying results in pain and distress to the victim.

Bullying can be short term or continuous over long periods of time.

Bullying can be:

- Emotional: being unfriendly, excluding, tormenting (e.g. hiding books,

- threatening gestures)
- Physical: pushing, kicking, hitting, punching, biting, spitting or any use of violence
  - Racist: racial taunts, racist graffiti, gestures, making fun of culture, ethnicity and religion
  - Sexual: unwanted physical contact or sexually abusive comments because of, or focusing on the issue of sexuality or perceived
  - Verbal: name-calling, sarcasm, spreading rumours, teasing
  - Cyber: all areas of internet, such as e-mail and internet chat room misuse. mobile threats by text messaging and calls misuse of associated technology, i.e camera and video facilities.
  - Disability: Unfavourable or negative comments, gestures or actions made to someone relating to their disability or special educational needs.

### **Bullying is not:**

It is important to understand that bullying is **not** the odd occasion of falling out with friends, name-calling, arguments or when the occasional trick or joke is played on someone.

Children sometimes fall out or say things because they are upset. When occasional problems of this kind arise it is not classed as bullying. It is an important part of children's development to learn how to deal with friendship breakdowns, the odd name-calling or prank. We all have to learn how to deal with these situations and develop social skills to repair relationships.

However, if someone believes there has been an incident of bullying, we will take this seriously and respond accordingly.

### **Where does bullying happen?**

It can happen anywhere – in the classroom, in the corridor, in the toilets, in the hall, in the playground, and online. Bullying may also happen on the way to and from school.

To a child bullying is:

- deliberately hurtful
- repeated
- difficult to counteract by the victim
- different from random acts
- characterised by an 'imbalance of power' e.g. a more powerful person or persons intentionally hurting a less powerful person or persons.
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Indirect bullying can include: getting another person to harm someone, spreading rumors, cajoling others/peers into unfriendly behaviour.

### **Bullies and Victims**

A child who 'bullies' may not be a 'bad' person, but the behaviours that they exhibit are not acceptable. This understanding is fundamental to this policy.

A bully usually exhibits one or more of these characteristics:

- being uncaring and lacking in empathy
- aggressive, easily resorting to violence

- poor communication and co-operative skills
- insecure, possibly due to problems at home or at school
- a need to gain control or power
- lies and being deceitful
- the need to impress and gain attention
- a poor sense of responsibility

A child may display 'bullying' behaviour if they:

- feel that they do not fit in
- need to be seen as tough
- think that it is okay to hurt others
- have witnessed bullying behaviour out of school, TV / DVD, computer games are also influential in some children's behaviours as are older siblings, children and adults who live at home or visit
- have low self esteem or is jealous of another
- have been / are being bullied themselves

### **Why is it important to respond to bullying?**

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

### **Signs and Symptoms**

Pupils will be more likely to inform of incidents of bullying, both in and out of school, if there is an active anti-bullying policy. 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
- becomes withdrawn, anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do less well in school
- comes home with clothes torn
- has possessions which are damaged or 'go missing'
- has unexplained cuts or bruises
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what is wrong
- gives improbable excuses for any of the above
- lack of eye contact
- becoming short tempered
- change in attitude to people at home
- wets the bed

## Guidance for Parents and Carers

Parents/carers who have concerns will be listened to carefully and their concerns will be sensitively investigated. Parents/carers can request electronic or hard copies of the schools Behaviour for Learning and Anti-Bullying policies and procedures.

*Parents/carers can play a vital role in stamping out bullying by:*

- stressing to their children the importance of socially acceptable behaviour
- reporting any mis-givings they have concerning bullying
- actively endorsing and supporting the Anti-Bullying policy
- reporting bullying incidents to the class teacher
- making a distinction between bullying and unsociable/poor behaviour
- keeping a close eye when their child is online, and reporting any concerns immediately to [office@greenwayacademy.co.uk](mailto:office@greenwayacademy.co.uk) in school, speak to the class teacher before or after school or to the Police.

### 1. 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.
- f. record the account on the school internal system, alerting the Leadership Team.

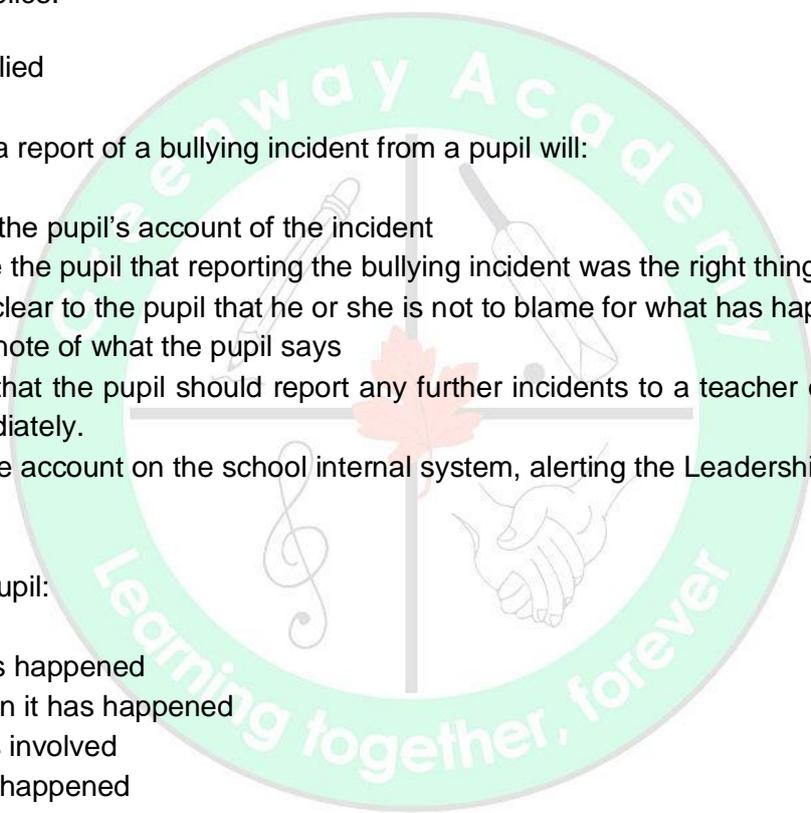
Staff will ask the pupil:

- 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.

### 2. 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.



### 3. 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.

#### 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.
- e. consult with the parents/carers of the child.

If after the initial 2 week monitoring stages things do not improve, Leaders will contact parents/carers and consequences will be applied.

#### 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 may:

- 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 rare event of things not improving and 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

The bullying behaviour or threats of bullying will be investigated and the bullying stopped quickly. Bullies will be challenged and supported to change their behaviour. In cases of bullying, staff will record the incidents and the Headteacher will be notified. He/she may involve the class teacher, the inclusion manager, the governors and other agencies if necessary. Parents/carers will be informed and may be asked to attend a meeting in person to discuss the problem. If necessary and appropriate, police will be consulted. All incidents are reported to the Local Advisory Committee and Local Authority on a termly basis. **Parents/carers are advised not to speak to the child or the parents/carers of the child whom you think may be the bully. Please do not encourage your child to be a 'bully' back. Two wrongs do not make a right.**

#### *Guidance for staff*

- Remain calm, you are in control.
- Take the report or incident seriously.
- Ascertain who is involved.
- Reassure the victim(s) that you will help.
- Take action as quickly as possible within the school day or by 3.00pm the following day.
- Decide whether to tackle it publicly or privately, on the appropriate course of action and who else should be involved.
- Make sure that the incident is logged appropriately as soon as possible after the incident; the date, the names of all children and adults involved, a description of the incident, information from any witnesses, and your response/actions. (CPOMs)
- All known / reported incidents of bullying must be investigated by the class teacher and / or by a senior member of staff. They must then be reported to the HT or a member of the SLT.
- Parents/carers of the victim may also be questioned about the incident or about their general concerns.
- The bully (bullies) will be asked to genuinely apologise. Other consequences will take place in line with our Behaviour for Learning policy and parents/carers will be informed about their child's behaviour.
- In some cases, outside agencies may be sought to support the school or family in dealing with bullying i.e. counsellor, behavioural support team or police.
- Exclusion may be considered.
- If possible, the pupils will be reconciled.
- After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place, or that it is not transferred to another victim.

#### **Prevention**

We use a variety of strategies for helping children to prevent bullying through whole school assemblies, class and school council meetings, circle time, PSHCE lessons and Social Emotional Aspects of Learning. Children are also consulted through in-school questionnaires. All staff promptly respond to the results of these questionnaires.

The ethos and working philosophy of our school means that all staff actively encourage children to have respect for each other and for other people's property. Respectful and responsible behaviour is regularly acknowledged and rewarded.

Children are involved in the prevention of bullying as and when appropriate, these may include:

- Contributing towards playground and class charters
- Exploration of the pyramid and core values through learning to learn weeks
- Writing stories or poems or drawing pictures about bullying
- Listening and responding to stories about bullying
- Using drama activities and role-play to help children be more assertive and teach them strategies to help them deal with bullying situations
- Having discussions about bullying and why it matters that bullies are dealt with quickly
- Playground pals
- Participating in activities from the PSHE scheme of work.

Pupils are always encouraged to tell an adult at home and at school if they think they are being bullied.

#### **This policy will be communicated through:**

- assembly themes
- the school website
- newsletters
- the curriculum
- governing board meetings
- class / school council / learning council meetings
- at playtimes and lunchtimes by the Learning Assistants
- by parents and carers

#### **Training and support for staff**

All staff will be made aware of the schools Behaviour for Learning and Anti-Bullying policies and procedures as part of their general induction to the school. Instances of bullying or suspected bullying will be discussed during SLT meetings and staff sessions where applicable. Staff will be informed, consulted and given guidance from the Leadership Team and Inclusion Manager in respect of particular problems and / or school policy.

#### **Monitoring and Review**

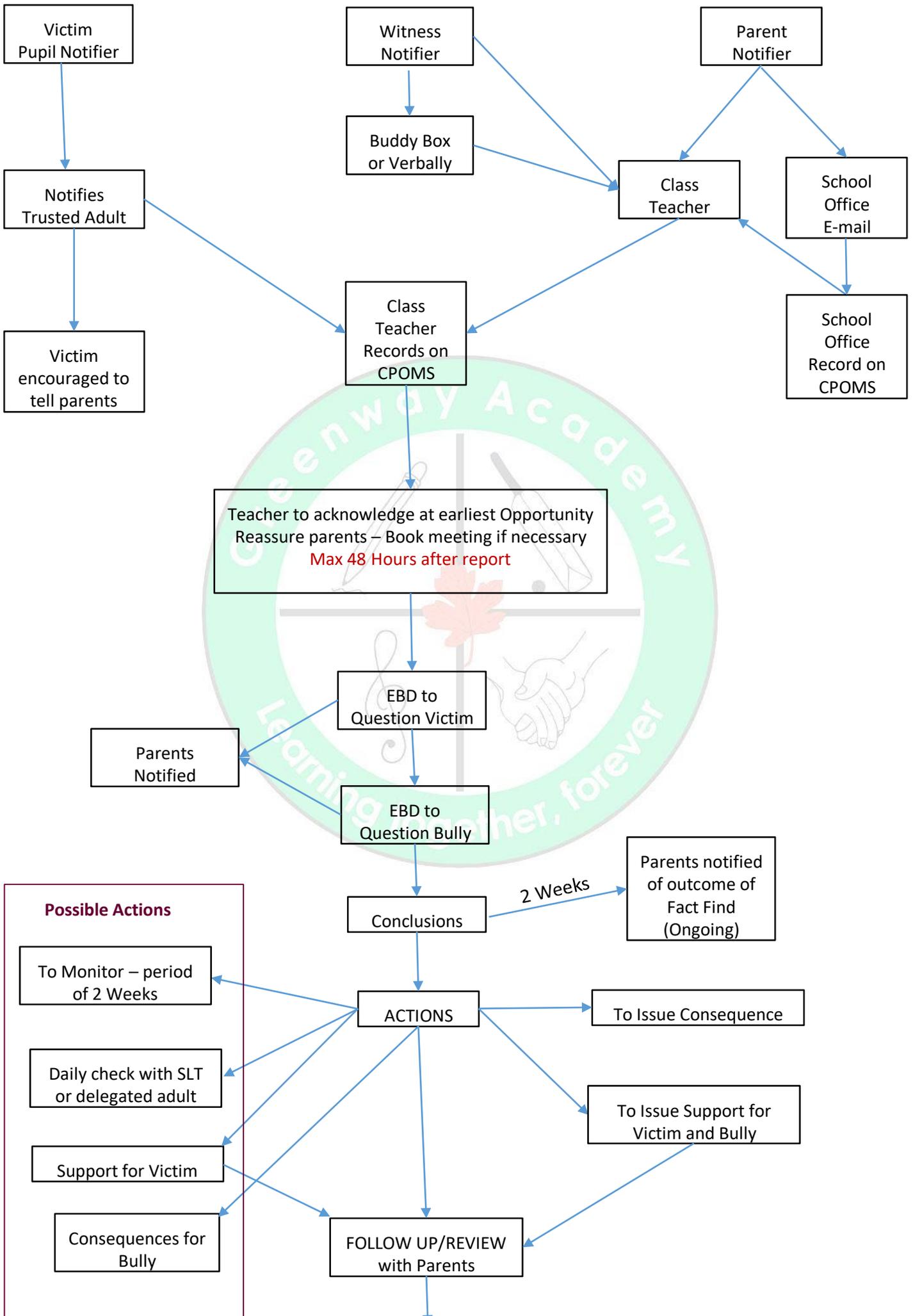
The implementation of this policy is the responsibility of the whole school, which will consider aspects of anti-bullying as part of developments within school.

It is the responsibility of the PSHE Middle Leader to monitor the curriculum in relation to anti-bullying and the Anti-Bullying policy. It is the responsibility of all staff to ensure delivery of this policy.

Anti-bullying incidents will be reported to the Local Advisory Committee on a termly basis (3 times a year). CPOMS will be used to collate this information.

The policy will be reviewed every two years to ensure that it remains responsive to the changing needs of the school community whilst continuing to protect the pupils from bullying.

**To be reviewed: Spring 2021**



## Appendices

There is a vast amount of information and guidance available about bullying that can provide a wide range of support and help. The following is just a small selection of the support available for parents/carers, teachers and pupils.

### Help Organisations

Organisation	Contact
Advisory Centre for Education (ACE)	020 8888 3377
<i>Children's Legal Centre</i>	020 7713 0089
KIDSCAPE Parents/carers Helpline (Mon-Thurs 10-4)	020 7730 2200
Parent Line Plus	020 7553 3080
<i>Youth Access</i>	020 8772 9900

### Websites and Resources

Visit the Kidscape website [www.kidscape.org.uk](http://www.kidscape.org.uk) for further support, links and advice.

Act Against Bullying – [www.actagainstabullying.com](http://www.actagainstabullying.com)

Anti-Bully – [www.antibully.org.uk](http://www.antibully.org.uk)

Bullying Online – Advice for children, young people, staff and parents/carers - [www.bullying.co.uk](http://www.bullying.co.uk)

Anti Bullying Alliance (ABA) – A unique coalition of over 60 organisations, working together to stop bullying – [www.antibullyingalliance.org.uk](http://www.antibullyingalliance.org.uk)

Beat Bullying – Working with children and young people to devise anti-bullying strategies – [www.beatbullying.org](http://www.beatbullying.org)

Childlike and NSPCC – Information and support on bullying and safety – [www.nspcc.org.uk](http://www.nspcc.org.uk)

National Healthy Schools Programme – [www.healthyschools.gov.uk](http://www.healthyschools.gov.uk)

Need2Know – Information and advice for children and young people – [www.need2know.co.uk](http://www.need2know.co.uk)

Parentlineplus – A national charity that works for and parents/ carers, and offers advice and resources around bullying – [www.parentlineplus.org.uk](http://www.parentlineplus.org.uk)

SEAL – [www.teachernet.gov.uk/seal](http://www.teachernet.gov.uk/seal)