



CROXBY PRIMARY ACADEMY



THE CONSORTIUM
ACADEMY TRUST

ANTI-BULLYING POLICY

Effective Date: September 2018

Review Committee: Primary Local Governing Board

Review Date: July 2020

This policy should be read along with the Behaviour Policy.

Rationale

At Croxby Primary Academy, we are committed to providing a secure, supportive, calm and happy working environment where all pupils can flourish and realise their full potential. Bullying of any kind is unacceptable and will not be tolerated. Everybody has the right to be treated with respect and pupils who are bullying others need to learn different ways of behaving. The prevention of bullying will be achieved through promoting a consistent approach and creating a climate in which all types of bullying behaviour are regarded as deplorable and inexcusable.

We aim to:

- set high expectations in all areas of Academy life and encourage all children to achieve to the best of their ability.
- develop individuals intellectually, socially, emotionally, morally, spiritually and physically.
- encourage high standards of discipline and behaviour through self-discipline, empathy and consideration for and respect towards others.
- be an Inclusive Academy, ensuring all children have equal access to the curriculum and resources. To develop attitudes that are opposed to discrimination against any person or group on the grounds of socio-economic and home background, creed, ethnic origin, gender, disability and ability. To help children to understand the varied nature of our society, fostering respect for and tolerance of others.
- foster positive relationships between staff and parents and encourage mutual respect to create effective partnerships.

What is Bullying?

The Academy has adopted the following collaborative definition of bullying which is our shared understanding of what bullying is:

Bullying is any deliberate, hurtful, upsetting, frightening or threatening behaviour by an individual or a group towards other people. It is repeated over a period of time and it is very difficult for the victims to defend themselves. Bullying is mean and results in worry, fear, pain and distress to the victim/s. 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. It is bullying if it is done several times on purpose (See appendix 1 for the different types of bullying).

The curriculum is used to:

- Raise awareness about bullying behaviour and about the Academy's anti-bullying policy
- Challenge attitudes about bullying behaviour
- Encourage the reporting of incidents
- Increase understanding for bullied pupils
- Help build an anti-bullying ethos in the Academy

Procedures for reporting and responding to bullying incidents:

Following an allegation, staff will respond calmly and consistently to all allegations. All allegations will be taken seriously and dealt with impartially and promptly by the Head or Assistant Head. All those involved will have the opportunity to be heard. Staff will protect and support all children involved whilst allegations are investigated and resolved (see appendix 2 for advice for families).

1. The victim(s) will be reassured so that they feel safe and know they have done the right thing in telling someone they are being bullied
2. It will be explained that the information cannot be kept confidential if the bullying is to be stopped
4. All children involved in the incident will be spoken and listened to
5. The problem will be identified and possible solutions provided
8. Appropriate action will be taken quickly to end the bullying behaviour or the threat of bullying.
9. The bully/bullies will be encouraged to see the victim's point of view
12. Support will be given to the victim(s) and to the bully/bullies to understand and change his/her/their behaviour
13. All incidents will be recorded and any follow up discussions will be added to the records
14. Parents will be informed and invited into Academy for a meeting to discuss the situation
15. The situation will be monitored to ensure repeated bullying does not take place
16. The investigation will be not be closed until all parties are completely satisfied

Strategies to prevent bullying behaviour:

All adults in Academy play an active role in preventing bullying. We send messages to children about bullying in the way we act towards each other. Our Academy is a place where mutual respect is shown between adults and children. Courtesy and consideration for each other should always be shown and power never abused.

Staff will:

- Treat one another with courtesy and respect
- Encourage pupils to care for each other
- Involve the pupils in deciding rules
- Provide an environment which fosters play and positive interaction during recreational times
- Supervise all areas of the Academy throughout the day
- Use praise and rewards to reinforce good behaviour
- Listen attentively to children
- Explain reasons for rules and actions clearly and calmly
- Liaise with all adults frequently and regularly
- Take part in appropriate training

Appendix 1

Bullying behaviours can be:

Physical pushing, kicking, hitting, punching and other forms of violence or threats

Verbal name calling, sarcasm, spreading rumours, persistent teasing

Extortion threats usually of violence used to gain money or possessions

Emotional excluding, sending to Coventry, tormenting, ridicule, humiliation

Racist racial taunts, graffiti, gestures

Sexual unwanted physical contact, abusive comments

Homophobic because of/or focussing on the issue of sexuality

Gesture Bullying threatening gestures, intimidating body language

Text Technology using mobile phones to send threatening messages/text

Cyberstalking setting up websites to post hate messages

Homophobic - because of/or focussing on the issue of sexuality

Appendix 2

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:

- is frightened of walking to or from Academy
- doesn't want to go on the Academy / public bus
- begs to be driven to Academy
- changes their usual routine
- is unwilling to go to Academy (Academy phobic)
- begins to truant
- 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 poorly in Academy 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 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
- is afraid to use the internet or mobile phone
- 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.

Families can support the Academy in tackling bullying by:

- Taking an active role in their child's education
- Enquiring how their day has gone and who they have spent their time with
- Informing the Academy immediately if they think their child may be a victim of bullying
- Not approaching the bully on the playground or involving another child to deal with the bully
- Advising their child not to fight back because it can make matters worse
- Reinforcing the Academy's policy concerning bullying and making sure their child is not afraid to ask for help
- Informing the Academy if they know or suspect their child is involved in bullying and discussing the issue with their child so the matter can be dealt with appropriately
- Working in partnership with the Academy to resolve any problems

Information for Pupils

What can you do if you are being bullied?

Wherever you are in Academy, you have the right to feel safe. Nobody has the right to make you feel unhappy. If someone is bullying you, it is important to remember that it is not your fault and there are people who can help you.

- Try not to let the bully know that he/she is making you feel upset
- Try to ignore them
- Be assertive – stand up to them, look at them directly in the eye, tell them to stop and mean it
- Stay in a group, bullies usually pick on individuals
- Get away as quickly as you can
- Tell someone you can trust – it can be a teacher, a teaching assistant, a midday supervisor, a parent, a friend, a brother, a sister or a relative
- If you are scared, ask a friend to go with you when you tell someone
- If you don't feel you can talk to someone about it, write it down and post it in the 'Worry' box
- When you tell an adult about the bullying give them as many facts as you can (What? Who? Where? When? Why? How?)
- Keep a diary of what's been happening and refer to it when you tell someone
- Keep on speaking out until someone listens and helps you
- Never be afraid to do something about it and quick
- Don't suffer in silence
- Don't blame yourself for what is happening
- Call a helpline

What can you do if you see someone else being bullied? *(The role of the bystander)*

Ignoring bullying is cowardly and unfair to the victim. Staying silent means the bully has won and gives them more power. There are ways you can help without putting yourself in danger. Some strategies are listed below:

- Don't smile or laugh at the situation
- Don't rush over and take the bully on yourself
- Don't be made to join in
- If safe to do so, encourage the bully to stop bullying
- If you can, let the bully know you do not like his or her behaviour
- Shout for help
- Let the victim(s) know that you are going to get help
- Tell a member of staff as soon as you can
- Try and befriend the person being bullied
- Encourage the person to talk to someone and get help
- Ask someone you trust about what to do.
- If you don't feel you can talk to someone about it, write it down and post it in the 'Worry' box
- Call a helpline for some advice

If your child is bullying other children:

Many children may be involved in bullying other pupils at some time or other. Often parents are not aware that their child is involved in bullying.

Children sometimes bully others because

- They don't know it is wrong
- They are copying older brothers or sisters or other people in the family who they admire
- They have not learnt other, better ways of mixing with the Academy friends
- Their friends encourage them to bully
- They are going through a difficult time and are acting out aggressive feelings

To stop your child from bullying others

- Talk with your child, explain that what he/she is doing is unacceptable and makes other children unhappy

- Discourage other members of your family from bullying behaviour or from using aggression or force to get what they want
- Show your child how he/she can join in with other children without bullying
- Make an appointment to see your child's class teacher, explain the problems your child is experiencing, discuss how you and the Academy can stop him/her bullying others
- Regularly check with your child how things are going at Academy
- Give your child lots of praise and encouragement when he/she is co-operative or kind to other people

Further sources of information, support and help

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

Community Anti-bullying Project

- - 0800 91 54545 Help line
- - 01482 214124 General Enquires

Kidscape

- - 020 7730 3300 General Enquires
- - 08451 205 204 Help lines for adults only
- - www.kidscape.org.uk

Childline

- - 0800 1111 Help line for children
- - www.childline.org.uk

Parentline Plus

- - 0808 800 2222
- - www.parentlineplus.org.uk

Anti-bullying Alliance

- - aba@ncb.org.uk
- - www.anri-bullyingalliance.org

NSPCC

- - 0808 800 5000
- - www.nspca.org.uk