



Forest Academy
&
Elveden Church of England
Primary Academy

Anti-Bullying Policy

Date Completed: July 2019

Completed by: Lorna Rourke and April Grimes

Review Date: July 2022

Definition

This policy refers to all forms of bullying - this includes bullying relating to race, religion and culture, LGBT bullying, bullying related to special educational needs and disabilities, sexist and sexual bullying, and the use of cyber technology to bully.

‘Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages, social media or gaming, which can include the use of images and video) and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, special educational needs or disabilities, or because a child is adopted, in care or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences.’

(Preventing and Tackling Bullying, Advice for School Leaders, Staff and Governing Bodies, 2017, Department for Education)

Bullying will not be accepted or condoned. All forms of bullying will be addressed.

Bullying can include:

Physical pushing, kicking, hitting, pinching etc.

Name-calling, sarcasm, spreading rumours, persistent teasing and emotional torment through ridicule, humiliation, and the continual ignoring of individuals.

Racial taunts, graffiti, gestures, sexual comments, and/or suggestions.

Unwanted physical contact.

We are aware that children from ethnic minorities, disabled children and those with learning difficulties are more vulnerable to this form of abuse and may well be targeted.

Aims

- To create an ethos in which attending our schools is a positive experience for all members of our community.
- To make it clear that all forms of bullying are unacceptable at our schools.
- To enable everyone to feel safe whilst at Forest and Elveden C of E Primary Academies.
- To encourage pupils to report incidents of bullying, including cyber bullying.
- To deal with each incident of bullying as quickly and as effectively as possible, taking into consideration the needs of all parties and of our community, and, as a result, to reduce the incidents of bullying.
- To support and protect victims of bullying and ensure they are listened to.
- To help and support children/young people displaying bullying behaviour to change their attitudes and understand why it needs to change.
- To liaise with parents and other appropriate members of our community.
- To ensure all members of our community feel responsible for helping to reduce bullying.

Statement of Intent

We at Forest and Elveden C of E Primary Academies believe that:

- Bullying, including cyber bullying, is unacceptable.
- Bullying is a problem to which solutions can be found.
- Seeking help and openness are regarded as signs of strength not weakness. We are 'telling' schools.
- All members of our community will be listened to and taken seriously.
- Everyone has the right to enjoy and achieve in an atmosphere that is free from fear.
- Pupils will talk to an adult if they are worried about bullying, including cyber bullying, and have a right to expect that their concerns will be listened to and treated seriously.
- Our pupils are involved in decision-making about matters that concern them.
- We tackle bullying best by encouraging an environment where individuality is celebrated and individuals can develop without fear.
- We maintain and develop effective listening for children and staff within our school. E.g. through PSHE and circle time, assemblies and constantly promoting the message

that all our children are important and have the right to be safe, happy, respected and listened to and supported.

- We ensure all staff address incidents of bullying, including cyber bullying, effectively and promptly.
- We ensure that all adults who have contact with our children e.g. midday supervisors, part-time staff, volunteers, vicars, support staff etc. know how to respond if they witness or are told of a bullying incident.
- We communicate with parents and the wider school/setting community effectively on the subject of bullying, its definitions and how to report it.
- We acknowledge the key role of every staff member in dealing with incidents of bullying.
- We ensure that all incidents of bullying are recorded and appropriate use is made of the information, where appropriate sharing it with relevant organisations, providing support and education for both the victim and the bully in order to affect future behaviour.
- We promote emotional health and wellbeing across the whole school and for all members of our community to role-model this in all situations.

Reporting incidents of bullying: Advice for parents/carers.

There are several methods for reporting suspected bullying incidents:

- Make a report in person to the school
- Contact the school by phone and ask to speak to your child's teacher or the Head teachers.
- Put your concerns in writing.

Investigating allegations of bullying

When parents have raised a concern about a potential bullying issue, it is important that they are assured that action will be taken. Our response will be as follows:

The Head Teachers will contact the parent making the report about your concern within one school day. If she is not available, the administrator will ensure the message is passed to her.

The Head Teachers will talk to all parties concerned to establish what has happened and if the incident is considered bullying.

The Head Teachers will talk to the parents of the victim and the parents of the bully (This would usually be done separately) within 3 working days.

Please be aware that we cannot discuss any other child except your own.

Our approaches to dealing with bullying

Everyone

We believe that everyone involved in the life of Forest and Elveden C of E Primary Academy must take responsibility for promoting a common anti-bullying approach. We agree to:

- tell
- be supportive of each other
- provide positive role models
- convey a clear understanding that we disapprove of unacceptable behaviour
- be fully involved in the development of the anti-bullying policy and support anti-bullying practice
- support each other in the implementation of this policy

Staff have agreed:

- All staff are expected to report incidents of bullying to the Head teachers.
- All staff have a vital role to play as they are at the forefront of behaviour management and supporting children's sense of well-being. They have the closest knowledge of the children in their care, and should build up a relationship involving mutual support, trust and respect.
- We provide children with a framework of behaviour including rules which support the whole school policy.

- We emphasise and behave in a respectful and caring manner to children/young people and colleagues, to set a good tone and help create a positive atmosphere.
- Raise awareness of bullying, including cyber bullying, through the curriculum including activities, stories, role-play, discussion, peer support, school/children's council, etc.
- Through the Head teachers, we keep the governing body well informed regarding issues concerning behaviour management.

Governors have a duty to:

- Be fully informed on matters concerning anti-bullying.
- Regularly monitor incident reports and actions taken to be aware of the effectiveness of this policy.

Through the development and implementation of this policy, we hope that all children, parents/carers and staff will:

Feel confident that everything is being done to make our school a safe and secure environment in which quality learning can then take place.

Feel supported in reporting incidents of bullying, including cyber bullying
Remember that we are a 'telling' school and be reassured that if any member of our school 'tells', they will be listened to with sensitivity and respect, and action will be taken.

Intervention -Support for pupils who are bullied

We have a responsibility to support children who are bullied and make appropriate provision for a child's needs. The nature and level of support will depend on the individual circumstances and the level of need. These can include a quiet word from the teacher/TA that knows the pupil well, asking the safeguarding/wellbeing team to provide support, providing formal counselling, engaging with parents, referring to local authority children's services, completing a Common Assessment Framework or referring to Child and Adolescent Mental Health Services (CAMHS).

Support for staff who are bullied

It is important that schools take measures to prevent and tackle bullying among pupils. But it is equally important that schools make it clear that bullying of staff, whether by pupils, parents or colleagues, is unacceptable. The department have published a separate advice note which provides advice for headteachers and all school staff on how to protect themselves from cyberbullying and how to tackle it if it happens:

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/374850/Cyberbullying Advice for Headteachers and School Staff 121114.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/374850/Cyberbullying_Advice_for_Headteachers_and_School_Staff_121114.pdf)

Monitoring, evaluation and review

The school will review this policy every three years and assess its implementation and effectiveness. This policy will be promoted and implemented throughout the school. This policy is part of our commitment to safeguarding children. It should be read in conjunction with our other safeguarding policies and procedures which promote safeguarding such as our Behaviour Policy.

All our policies are available on the school website or hard copies are available upon request.

Actions will be in line with our behaviour policy, and may include:

- Explanation why the inappropriate behaviour is unacceptable
- Reparation of damaged relationships
- Restorative Approaches
- Time away from an activity
- Meeting with staff, parent and child
- Missing another activity
- Formal letter home from the Head teachers expressing concerns
- Time out from the classroom
- Pastoral support plan/behaviour card
- Fixed term exclusion
- Permanent exclusion