

# **Atwood Primary Academy**

# **Anti-Bullying Policy**



**Date: September 2021**

**Review Date: September 2022**

**(or to meet new legislation and practices)**

Signed By: \_\_\_\_\_

Position: \_\_\_\_\_

Date: \_\_\_\_\_

## **Allegation of Bullying Code**

As a school, we promise that we will always listen to a complaint from a child or parent about bullying.

We will record all complaints from a child or parent about bullying. (See attached proforma)

As a school, we will investigate all complaints from a child or parent about bullying.

Support and counselling for the victim and support the bullies to change their behaviour will be provided.

As a school, we promise that we will be proactive and implement strategies to prevent occurrence and any reoccurrence of bullying.

As a school, we promise that we will implement sanctions against the proved bully to prevent a reoccurrence of bullying.

## **Principles and Values**

As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.

Bullying will not be tolerated. The ethos of our school fosters high expectations of outstanding behaviour and we will challenge any behaviour that falls below this.

## **What Is Bullying?**

Bullying is behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally. In other words, **'lots of times, on purpose'**.

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 or any use of violence

**Racial** - racial taunts, graffiti, gestures

**Sexual** - unwanted physical contact or sexually abusive comments

**Homophobic** - because of, or focussing on the issue of sexuality

**Verbal** (direct or indirect) - name-calling, sarcasm, spreading rumours, teasing ,cyber-bullying - all areas of internet such as email & internet chat room misuse, mobile threats by text messaging & calls. Misuse of associated technology, i.e. camera & video facilities

Bullying may be related to:

- Race
- Religion

- Culture
- SEN or disability
- Appearance or health condition
- Home circumstances
- Sexual orientation, sexism, or sexual bullying

## **Bullies and Victims**

Bullying takes place where there is an imbalance of power of bully over victim. This can be achieved by:

- The size of the individual
- The strength of the individual
- Age of the individual
- The numbers or group size involved
- Anonymity – through the use of cyber-bullying or using email, social networking sites, texts etc

## **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. Pupils who are bullying need to learn different ways of behaving.

## **Outcomes**

1. All known/reported incidences of bullying will be investigated by the class teacher or by a senior member of staff.
2. Parents of the victim will be informed and may also be invited to share information about the incident or about their general concerns.
3. Atwood Primary Academy's Behaviour Policy is to be followed in discussing the incident with the bully (bullies).
4. Parents will be informed about their child's behaviour.
5. In some cases, outside agencies may be requested to support the school or family in dealing with bullying.
6. After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

## **Prevention**

At Atwood, we use a variety of methods for helping children to prevent bullying through class assemblies, Circle Time, PSHE and Citizenship lessons, Prefects, Playground Buddies and E-Safety lessons. Children are also consulted through in-school pupil questionnaires. The results of these questionnaires are promptly responded to by staff. The ethos and working philosophy of Atwood Primary Academy means that all staff actively encourages children to have respect for each other and for other people's property. Good and kind/polite behaviour

is regularly acknowledged and rewarded. Staff will regularly discuss bullying; this will inform children that we are serious about dealing with bullying and may lead to open conversations and increased confidence in children to want to discuss bullying.

- Staff will reinforce expectations of behaviour as a regular discussion.
- Take part in Anti-Bullying week.
- Staff are to follow the equality policy.
- Staff must reinforce a general message that children do not have to be friends with everyone else, but they must be respectful of everyone else's feelings.

Children are involved in the prevention of bullying as and when appropriate,

If a child feels that they are being bullied then there are several procedures that they are encouraged to follow: (not hierarchical)

- Tell a friend
- Tell your School Council rep or Prefect
- Tell a teacher or adult whom you feel you can trust
- Go to a Playground Buddy
- Tell a parent or adult at home whom you feel you can trust
- Discuss it as part of your Circle Time
- Ring Child Line and follow the advice given.

### **Recording of Bullying Incidents**

When an incident of bullying has taken place, staff must be prepared to record and report each incident.

In the case of racist bullying, this must be reported to the Head teacher. Confirmed cases of bullying must be recorded following the template.

All incidents of bullying will be discussed with all relevant staff and parents of the children involved, in order that everyone can be vigilant and that bullying may be prevented from happening in the future.

Incidents of bullying will be discussed with the Governing Body via the termly Head teacher's Report to Governors.

### **Bullying Outside of the School Premises**

Schools are not directly responsible for bullying off their premises. A court judgement in 2000, ruled that the Head teacher's duty of care to prevent bullying generally only applies within the precincts of a school, although exceptionally failure to take disciplinary steps to combat harmful behaviour outside the school might breach the schools common law duty of care.

**Monitoring, Evaluation and Review** of this policy will take place annually.

Atwood Primary Academy – Bullying Concerns – Prompt Form

Name \_\_\_\_\_:

What Happened?

When Did It Happen? (Time and Date)

Where Has This Happen?

Did Anyone Witnessed The Events?

Outcomes:

Checked for earlier incidents involving same pupils; Notified parents/carers.;

Individual discussion with pupils involved; Group discussion with pupils involved.

Notified class teacher; Medical treatment; Specific Support from staff

Follow up date set:

Signed \_\_\_\_\_

Date \_\_\_\_\_

**Anti Bullying Policy Follow-up Record**

Date	Action Taken by	Brief Description of Action	Outcome

Bullying stopped – Yes / No

Further Action To Be Taken:

Any other comments:

## **Advice to Parents**

As the parent of a child whom you suspect is being bullied:

1. Report bullying incidents to the class teacher
2. In cases of serious bullying, the incidents will be recorded by staff and the Head Teacher notified.
3. Parents will be informed and may be asked to come in to a meeting to discuss the problem
4. If necessary and appropriate, police will be consulted
5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
6. The school will help the bully (bullies) to educate them about their unacceptable actions following the Behaviour Policy.

## **Do Not:**

1. Attempt to sort the problem out yourself by speaking to the child whom you think may be the bully or by speaking to their parents.
2. Encourage your child to be 'a bully' back.

Both of these will only make the problem much harder to solve.

## **HELP ORGANISATIONS:**

Advisory Centre for Education (ACE) 020 7354 8321

Children's Legal Centre 0845 345 4345

KIDSCAPE Parents Helpline (Mon-Fri, 10-4) 0845 1 205 204

Parentline Plus 0808 800 2222

Youth Access 020 8772 9900

Bullying Online [www.bullying.co.uk](http://www.bullying.co.uk)

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

## **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
- doesn't want to go on the school / public bus
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school 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 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 dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- 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 and jumpy when a cyber-message is received
- lack of eye contact
- becoming short tempered
- Change in attitude to people at home.
- These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated