



# Anti- bullying statement and Policy

Policy reviewed by Academy Transformation Trust on	March 2017
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This policy links to:	Located:
<ul style="list-style-type: none"><li>• Safeguarding policy</li><li>• E-safety policy</li><li>• Social Media</li><li>• Behaviour for Learning Policy</li><li>• Equalities policy</li></ul>	

Review Date – March 2019



## **Our Mission**

To provide the very best education for all pupils and the highest level of support for our staff to ensure every child leaves our academies with everything they need to reach their full potential.

We promise to do everything we can to give children the very best education that gives them the best opportunity to succeed in life. All of our academies have it in them to be outstanding and achieving this comes down to our commitment to our pupils, staff and academies.

## **Our commitment**

We are committed to taking positive action in the light of the Equality Act 2010 with regard to the needs of people with protected characteristics. These are age, disability, pregnancy and maternity, religion and belief, race, sex, sexual orientation, gender reassignment and marriage and civil partnership.

We will continue to make reasonable adjustments to avoid anyone with a protected characteristic being placed at a disadvantage.

We will measure the success of our commitment in this policy by analysing bullying logs and actions in our academies to reduce or eliminate incidents of bullying.

## Introduction

Academy Transformation Trust are committed to developing an anti-bullying culture whereby no bullying, including between adults or adults and children and young people will be tolerated.

The Trust recognises the importance and value in dealing with the issue of bullying. The Trust believes the effective management of bullying is a shared responsibility which involves staff, parents/carers, children and young people and professionals involved with children who are victims or perpetrators of bullying behaviour.

There is no justification for bullying behaviour and it should not be tolerated in any form. We will ensure fair treatment for all, regardless of age, race, culture, disability, gender, religion, sexual orientation or home circumstances and encourage understanding and tolerance of different social, religious and cultural backgrounds.

The Trust expects that:

- there is an agreement in the academy community what is meant by bullying.
- all bullying concerns will be dealt with sensitively and effectively;
- that students feel safe to learn
- the policy is explicit about the approach to cyber-bullying
- that all pupils and staff accept and follow the anti-bullying policy.
- all reported bullying incidents will be dealt with promptly, logged and actions recorded.
- the writing of academies anti-bullying policy will involve members of the academy community. This includes pupils of all ages and disabled pupils and those with special educational needs.

## Definition of bullying

“Bullying is behaviour by an individual or group, repeated over time that intentionally hurts another individual or group either physically or emotionally.”

(DfE *Preventing and Tackling Bullying, advice for headteachers, staff and governing bodies.* October 2014)

## **ANTI-BULLYING PROCEDURES (To be read in conjunction with the Behaviour Procedures)**

### ***Principles and Values***

As an academy, we take bullying and its impact seriously. Pupils and parents should be assured that known incidents of bullying will be responded to immediately. The school will educate children on the effects of bullying and that it will not be tolerated at Star Academy. The ethos of our school fosters high expectations of behaviour and we will consistently challenge any behaviour that falls below this.

### ***Objectives of these procedures***

All governors, teaching and non-teaching staff, pupils and parents should understand what bullying is. They should all know what the school policy is on bullying and know from it what to do if bullying arises.

The aim of this policy is to ensure a consistent approach to dealing with bullying and to enable us to work together to ensure that our school is a safe place for children and adults to be; whether the school community is directly or indirectly affected by bullying or not.

### ***What Is Bullying?***

Bullying is unacceptable behaviour used by an individual or group, usually repeated over time that intentionally hurts another individual or group either physically or emotionally. In other words, bullying at Star Academy is considered to be, "hurtful behaviour which occurs 'lots of times, on purpose', where there is an imbalance of power of one person or persons over another."

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

**At Star Academy it will be considered as bullying if:**

- **4 incidents occur within 4 weeks or**
- **there is a further incident repeated after the 4th within 3 months.**

***Bullying can be one or more of:***

- Emotional - being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical - pushing, kicking, biting, hitting, punching or any use of physical intimidation
- Envious – targeting over- or under-achievers ☒ Racial - racial taunts, graffiti, gestures
- Sexual - unwanted physical contact or sexually abusive comments
- Homophobic - because of, or focussing on the issue of sexuality
- Direct or indirect – Verbal name-calling, sarcasm, spreading rumours, teasing
- Cyber bullying - All areas of internet, such as email and internet chat Twitter, Facebook misuse. Mobile threats by text messaging and calls. Misuse of associated technology, i.e. camera and video facilities, iPad, games consoles and mobile phones.
- Use of pejoratives (e.g. 'gay' or 'pussy' etc)

Bullying may be related to but not limited to:

- Race
- Gender
- Religion
- Culture
- SEN or disability
- Appearance or health condition
- Home circumstances, including Young carers and poverty
- Sexual orientation, sexism, or sexual bullying, homophobia

Bullying can take place for example, in the classroom, playground, toilets, on the journey to and from school, on residential trips and cyberspace. It can take place in group activities and between families in the local community.

Perpetrators and Victims Bullying can be achieved by:

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

Staff must remain vigilant about bullying behaviours and approach this in a proactive way; that is raise concerns immediately and deal directly with the matter. Children may not be aware that they are being bullied because they may be too young or have a level of Special Educational Needs which means that they may be unable to realise what others may be doing to them.

Staff must also be aware of those children who may be vulnerable pupils; those coming from troubled families, or those responding to emotional problems or mental health issues which may bring about a propensity to be unkind to others, or may make them more likely to fall victim to the behaviour of others.

### ***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. If bullying is not stopped as soon as possible it could escalate.

### ***Signs and Symptoms for Parents and Staff***

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
- 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 make less effort with school work than previously
- comes home with clothes torn or books damaged
- has possessions which are damaged or " go missing"
- asks for money or starts stealing money
- has unexplained cuts or bruises
- comes home hungry (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
- changes in attitude to people at home.

### **Outcomes**

All suspected/reported incidences of bullying will be investigated by the class teacher or by a senior member of staff. Parents of the perpetrator may also be questioned about the incident or about any concerns that they may be having. If it is determined that bullying has taken place then the sanctions will be applied in the Behaviour Policy.

The child displaying bullying behaviour may be asked to apologise (as appropriate to the child's age and level of understanding). Other consequences may take place, e.g. a parent being informed about their child's behaviour and a request that the parents support the school with any sanctions that it takes (See Behaviour Policy). Wherever possible, the pupils will be reconciled.

In some cases, outside agencies may be requested to support the school or family in dealing with a child continually demonstrating unacceptable behaviour towards others. eg police, counsellor, Outreach Support, CAMs.

In serious cases (this is defined as children displaying an on-going lack of response to sanctions, that is, no change in behaviour of the perpetrator and an unwillingness to alter their behaviour

choices), support from behaviour outreach, counselling, reduced timetables, or even fixed or permanent exclusion will be considered.

During and after the incident(s) have been investigated and dealt with, each case will be recorded in the Bullying Log and monitored to ensure repeated bullying does not take place.

### **Prevention**

At Star Academy, we use a variety of methods to support children in preventing and understanding the consequences of bullying through class assemblies, class rules, PSHE and Citizenship lessons, SMSC Curriculum, the school Vision and Assembly Themes, Anti-bullying week and continued focus and E-Safety Day. Children are also consulted through in-school pupil questionnaires.

The Academy promotes the use of the **S.T.O.P.** approach to bullying:

#### **Start Telling Other People**

S – Stand up to the bully and use your words to tell him to STOP hurting you.

T – Take appropriate action to get away from the bully, walk or run if need be, or get an adult.

O – Open up to a trusted adult in your life, like your parents, a teacher or pastor.

P – Protect yourself from bullies.

The ethos and working philosophy of Star Academy, means that all staff actively encourage 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 lead to open conversations and increased confidence in children to want to discuss bullying and report any incidents and concerns about other children's behaviour.

Staff will reinforce expectations of behaviour as a regular theme in line with our Vision and our Behaviour Policy expectations.

Staff must be careful not to highlight differences of children or an individual child, even if this is done in jest. This gives other children advocacy to use this difference to begin calling names or teasing.

Staff must be vigilant regarding groups of friends together. Friendship groups may bring about the imbalance of power and must be led towards welcoming others to join them and not excluding others from their group. 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 and be kind to each other.

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

- Considering the rights and responsibilities of children
- Taking part in anti-bullying lessons and assemblies
- Reading stories about bullying or having them read to a class or assembly
- Having discussions about bullying and why it matters that children who use unacceptable behaviour towards others are dealt with quickly

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 their School Council Rep
- Tell a teacher or adult whom you feel you can trust
- Write their concern and send to a trusted adult
- Tell a parent or adult at home whom they feel they can trust
- Discuss it as part of their PSHE time
- Ring Childline and follow the advice given
- Visit the school website for ideas of what to do next.

### **Recording of Bullying Incidents**

When an incident of bullying has taken place, staff must be prepared to record and report each incident and apply the sanctions in the Behaviour Policy. In the case of racist bullying, this must be reported to the Principal immediately.

General incidences of bullying should be recorded in a Behaviour Log . This would include incidents where staff have had to become involved and speak with children, and/or where parents have raised concerns regarding bullying.

Confirmed cases of bullying must be recorded and the Head of Academy informed, as with any case of Child Protection. 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 further incidents by the same child(ren) may be prevented from happening in the future. Incidents of bullying will be discussed with the Governing Body (Safeguarding Gvs)

### **Advice to Parent**

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

1. Report bullying incidents to the class teacher, Head of Academy or Executive Principal.
2. In cases of serious bullying, the incidents will be recorded by staff and the Head of Academy notified.
3. In serious cases parents should be informed and will 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. An attempt will be made to help the child using unacceptable behaviour towards others, to change their behaviour.

**Do Not:**

1. Attempt to sort the problem out yourself by speaking to the child whom you think may be behaving inappropriately towards your child 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

Childline 08001111

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.

Antibullying Alliance website [www.anti-bullyingalliance.org.uk](http://www.anti-bullyingalliance.org.uk)