




ACADEMY ANTI-BULLYING POLICY

Document Control Table

Title	Academy Anti-Bullying Policy
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Approved By Name	Andrew Brocklehurst (Chair of Trustees)
Signature of Approval	
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Document History

Date	Author	Note of Revisions
19/6/2017	ED	Last page added that this policy will be reviewed and updated by Trustees annually.
18/6/2018	AKC	General corrections throughout. Pg 4 'To ensure LGB and Trust Board are aware of incidents of significant bullying' added. Pg 8 Added 'Policy can be found on the school website', Executive Headteacher changed to 'Individual Head of schools', added 'policy will be reviewed accordingly with the support of the CEO'.
June 2019	AKC	No changes

At Perry Hall Multi Academy Trust, the Trustees, Governors, staff and children are against the act of bullying.

The ethos of our schools relies upon respect for all individuals regardless of age, race, religion or culture, disability, gender or physical characteristics.

Introduction

This policy takes full account of the school's legal obligations under the Education Act of 1986 to:

- have a policy to prevent all forms of bullying amongst pupils
- to make a written copy of the anti-bullying statement available on request
- to set out the strategies to be followed with a system to implement them and a mechanism for monitoring and reviewing their effectiveness.

Definition of Bullying

Bullying can be defined in a number of ways. We follow DfE guidance which defines bullying as:

“Bullying is deliberately hurtful behaviour repeated often over a period of time or on isolated occasions, where somebody deliberately intimidates or harasses another”.

Bullying has been described by pupils as:

- name calling
- teasing
- physical abuse e.g. hitting, pushing, pinching or kicking
- having personal possessions taken e.g. bag
- being forced to hand over money or possessions
- being forced to do things they do not want to do
- being ignored or left out
- being attacked in any way due to religion, gender, disability, appearance or racial or ethnic origin.

Specific examples of Bullying

Racist bullying – an incident which is perceived to be racist by the victim or any other person. This can be in the form of:

- verbal abuse, name calling, racist jokes, offensive mimicry
- physical threats or attacks
- inciting others to behave in a racist way
- refusing to co-operate in work or play.

(Macpherson report 1999)

SEN or disability – these pupils are often at greater risk of bullying. This can be characterised by:

- name calling
- comments on appearance
- comments with regard to perceived ability and achievement levels.

The need for adult sensitivity should be taken into account in a number of instances, e.g. when grouping children, when making children's work, sharing of results and assessment arrangements as well as an awareness of appropriate language being used when addressing pupils.

Text and cyber bullying – this is on the increase and can involve pupils receiving threatening or disturbing messages from possibly anonymous callers. This should not happen in school as mobile phones are not allowed on the school premises during school time. Bullying through misuse of social networking sites, emails and instant messaging is also on the increase. Again, this should not happen in school as sites are blocked and internet use monitored.

Statement of Intent (with regards to its position on bullying)

At Perry Hall Multi-Academy Trust, we believe that;

- Bullying is undesirable and unacceptable.
- Bullying is a problem to which solutions can be found.
- Seeking help and openness are regarded as signs of strength not weakness.
- All members of the school community will be listened to and taken seriously.
- Everyone has the right to work and learn in an atmosphere that is free from fear.
- We all have a responsibility to ensure that we do not abuse or bully others.
- Young people should talk to an adult if they are worried about bullying and have a right to expect their concerns to be listened to and treated seriously.
- Young people should be involved in decision making about matters that concern them.
- We all have a duty to work together to protect vulnerable individuals from bullying and other forms of abuse.

Aims of the Policy

- To assist in creating an ethos in which attending school is a positive experience for all members of the school community.
- To make it clear that all forms of bullying are unacceptable at school.
- To enable everyone to feel safe while at school and encourage pupils to report incidences of bullying.
- To deal effectively with bullying.

- To support and protect victims of bullying and ensure they are listened to.
- To help and support bullies to change their attitudes as well as their behaviour and understand why it needs to change.
- To liaise with parents/carers and other appropriate members of the school community.
- To ensure all members of the school community feel responsible for combating bullying.

Objectives

- To ensure all pupils and parents/ carers have received and had opportunity to comment upon the schools' anti-bullying policy.
- To maintain and develop effective listening systems for pupils and staff within the schools.
- To involve all staff in dealing with incidents of bullying effectively and promptly.
- To equip all staff with the skills necessary to deal with bullying.
- To involve the wider school community (e.g. lunchtime supervisors) in dealing effectively with, and if necessary referring, bullying incidents.
- To communicate with parent/carers and the wider school community effectively on the subject of bullying.
- To acknowledge the key role of the class teacher in dealing with incidents of bullying.
- To ensure that all incidents of bullying are recorded, and appropriate use is made of the information and where appropriate shared with relevant information.

School Targets

Our targets are:

- To ensure that all Trustees, governors, parents, pupils, teaching and non-teaching staff have had the opportunity to discuss the policy.
- To ensure all staff are familiar with reporting incidents, procedures and a summative record sent to the LA.
- To ensure all incidents of bullying are recorded.
- To continue to run peer support program.
- To ensure that LGB and the Trust Board are aware of incidents of significant bullying.

Code of Conduct (with regard to school behaviour and relationships within the school community)

At Perry Hall Multi-Academy Trust we recognise that all adults in the school are in effect role models for pupils. The way in which we behave towards each other

and to students is particularly important in terms of providing positive role models. Therefore, as adults we must:

- Show respect for every student and other colleagues within the school communities as individuals.
- Be aware of vulnerable pupils.
- Criticise the behaviour rather than the pupils.
- Avoid favouritism.
- Be seen to be fair.
- Avoid labelling.
- Have high expectations of all pupils.
- Actively seek to develop a praise culture within the schools.

Young people also have a responsibility to model appropriate behaviour for their peers. We therefore believe that all pupils must:

- Show respect for their fellow pupils and adults working within the school communities.
- Support and be sensitive to others when they may be feeling vulnerable.
- Actively seek to develop a praise culture within our schools.
- Actively support the school anti-bullying policy.
- Take responsibility for their own behaviour.

Sanctions for Bullying

At Perry Hall Multi-Academy Trust, we have a clear set of guidelines that we follow in order to deal with bullying as a whole school. They are listed in order below and worked through if the problem is not resolved after each step;

- Class teacher investigates allegations and decides on appropriate action to be taken.
- Perpetrator is kept in at playtime as a punishment.
- The Headteacher / Lead Member of SLT for Behaviour is informed of the behaviour and the child is spoken to.
- Parents are informed of the behaviour.
- The Headteacher / Lead Member of SLT for Behaviour sends a letter to parents.
- Parents are invited to talk to the Headteacher / Lead Member of SLT for Behaviour.
- Fixed term exclusion occurs after consultation with the Governors.
- Permanent exclusion.

Equal Opportunities

Every member of Perry Hall Multi-Academy Trust is entitled to expect equality of protection from bullying as well as protection and support from school policies

and procedure, so that the schools remain a safe environment in which to teach and learn.

Procedures and Dealing with Incidents – A Whole School Approach.

a) Role of pupils in recording and reporting a bullying incident;

- Tell an adult or somebody you trust what happened straight away.
- Get away from the situation as quickly as possible.
- Try and stay calm and look as confident as you can.
- Be firm and clear – look them in the eye and, if possible, tell them to stop and how you feel.

When you are talking to an adult about bullying be clear about:

- What has happened to you.
- How often it has happened.
- Who was involved.
- Who saw what was happening.
- Where it happened.

b) Guidance for parents.

If your child is being bullied:

- Calmly talk to your child about his/her experiences.
- Make a note of what your child says including who was involved, how often the bullying occurred, where it happened and what happened.
- Reassure your child that he/she has done the right thing to tell you about the bullying.
- Explain to your child that should any further incident occur they should report them to a teacher immediately.
- Make an appointment to see their child's teacher.
- Explain to the teacher the problems your child is experiencing.

When talking with teachers about bullying:

- Try to stay calm and bear in mind that the teacher may have no idea your child is being bullied or may have heard conflicting accounts of an incident.
- Be as specific as possible about what your child says has happened, give dates, places and names of other children involved.
- Stay in touch with the school and let them know if things improve or if the problem continues.

If your child is bullying others:

- Talk with your child and explain what he or she is doing is unacceptable and makes other children unhappy.
- Make an appointment to see your child's teacher and explain the problems your child is experiencing as well as discussing how you can work together to stop him/her bullying other.
- Regularly check with your child how things are in school.
- Give your child lots of praise and encouragement when he/she is co-operative or kind to other people.

c) Role of staff

At Perry Hall Multi-Academy Trust, we take all incidents of bullying seriously and treat them accordingly. All staff know the procedures set out in the section of this policy labelled 'sanctions' and follow them complacently.

- Staff will be observant for any incidents of bullying, verbal or physical.
- Staff will observe and investigate any changes in behaviour of their pupils.
- Staff will talk to children if they have any concerns and listen and deal with incidents swiftly when they are drawn to their attention follow the guidelines set out in this policy.
- Staff will be available for parents to express concerns and will keep parents informed of progress when dealing with incidents.
- Staff will keep the Headteacher informed at all times.

Strategies to Reduce Bullying.

The school has a range of strategies in place to prevent and reduce bullying, to raise awareness of bullying and support victims and bullies. These include;

- Co-operative group work.
- Circle time.
- Peer support pupils.
- School councillors.
- PSHE programs.
- Visiting speakers.
- Focused anti-bullying week

Confidentiality

School staff cannot promise absolute confidentiality if approached by a pupil for help. Staff must make this clear to the pupils and must follow the guidelines set out in the schools Confidentiality and Child Protection policy.

This policy has been shared with all staff and Governors. Parents are welcome to request a copy if they wish. The policy is located in the School policy file. It can also be found on the school's web site.

Responsibilities

The individual Heads of the school will oversee all aspects of this policy along with the PSHE co-ordinator and all other teaching and non-teaching staff.

The Trustees will annually review and update this policy accordingly with the support of the CEO.