



About this policy

Date of last review: 1.4.2018

Date of next review: 1.4.2021

Introduction

At Inkersall, we aim to provide a safe, caring and friendly environment for all pupils and staff. We believe that all children and adults have the right to feel safe, valued and anxiety-free, and that everyone has a personal and corporate responsibility to ensure this right is honoured.

We expect pupils to act safely and feel safe in school, to have an understanding of issues relating to bullying and to be confident that they can seek support from school should they feel unsafe or anxious. We aim for parents to feel confident that their children are safe and cared for in school, and that any incidents that do arise are dealt with promptly and thoroughly.

The anti-bullying policy has been formulated with input from pupils, who have contributed to its development through the school council and through class discussions during our 'Say No to Bullying' week. A child-friendly version will be displayed around school. This policy has also been formulated in consultation with governors, parents and members of staff.

Definition of bullying

Inkersall Primary Academy's definition of bullying is "the wilful, conscious desire to hurt, threaten, or frighten someone else. It is the repeated behaviour of an individual or group that intentionally hurts another individual or group, either physically or emotionally."

Bullying is not the same as teasing or a falling out between friends. With bullying, there is a deliberate intention to hurt or humiliate another. There is a power imbalance, which makes it hard for the victim to defend themselves. It is usually persistent. Occasionally, an incident may be classed as bullying even if it was an isolated event, if it fulfils all other descriptions of bullying. This possibility should be considered particularly in cases of cyberbullying. If the victim might be endangered, then intervention is urgently required.

Bullying can be:

- emotional – being unfriendly, excluding, tormenting (hiding books, threatening gestures);
- physical – pushing, kicking, hitting, punching or use of any violence;
- racist – racial taunts, graffiti, gestures;
- sexual – unwanted physical contact or sexually abusive comments;
- homophobic – focussing on the issue of sexuality;
- transphobic – focussing on the issue of gender;
- verbal – name calling, sarcasm, spreading rumours, teasing;
- cyber-bullying – misuse of email and internet chat rooms, threats by mobile text messaging or calls, misuse of camera and video technology.



Reporting and Responding to Bullying

Children are encouraged to report any concerns involving themselves or others to a trusted adult, either directly, or via class support structures, to be followed-up by their class teacher. Parents should report any concerns directly to the class teacher via the 'notes' section in their child's organiser, personally (see section 5 Parents Responsibilities) or via email if you are unable to have a face to face meeting.

Children are aware of the anti-bullying slogan 'STOP! Several Times on Purpose? Start Telling Other People', which is clearly displayed on posters around school. They also have access to the 'what to do if you or someone you know is being hurt' poster (displayed in classrooms and in communal areas around school).

Procedures for investigating and resolving incidences of bullying

Academy staff will

- discuss the nature of the bullying with the 'victim' at length, recording all the facts;
- identify the bully/bullies and any witnesses;
- interview witnesses;
- discuss the incident(s) with the alleged bully/bullies;
- confront them with the allegations and ask them to tell the truth about the situation/incident. Make it clear that it is only an investigation at this point;
- if the bully owns up, make it understood that bullying is not acceptable, and what affect it has on the wellbeing and education of the victim and the rest of the children in the class or school;
- apply sanctions relevant to the type of bullying;
- if the allegation of bullying is denied investigate further;
- if there is sufficient evidence that the bullying occurred, relevant sanctions will be applied;
- hold separate discussions with parents of bully and victim

Sanctions for the 'bully' may include:

- no further action having spoken to child and parents;
- withdrawal from favoured activities, for example school visits;
- loss of break times for a fixed period of time
- removal from class for fixed period of time;
- lunchtime exclusion for fixed period;
- exclusion from school for fixed period of time.

Additionally, the academy may:

- provide a Pastoral Support Programme for the victim, including in class support;
- provide a Pastoral Support Programme for the bully. This may include a Behaviour Support Programme and opportunities in circle time or in a small group to discuss relationships, feelings and the effect bullying can have on individuals.

Details of all incidents should be recorded on CPOMS under bullying and the correct sub-category heading.



Disciplinary Steps

Following the first recorded incident staff will:

- log incident on CPOMS and warn bully to stop bullying by the teacher. Red card given, parents informed.

Following the second recorded incident staff will:

- log incident on CPOMS and warn bully to stop bullying
- a year group leader will meet with the bully's parents/carers and apply relevant sanctions;
- a bullying feedback questionnaire will be sent.

At the third recorded incident staff will:

- log incident on CPOMS and warn bully to stop bullying, issuing a final warning;
- Principal or Deputy Principal to meet with the bullies parents/carers and apply relevant sanction
- a bullying feedback questionnaire will be sent.

At the fourth recorded incident staff will:

- institute a fixed term exclusion with the exclusion period to be determined by the Principal and the Chair of Governors to be informed of exclusion
- a bullying feedback questionnaire will be sent.

Bullying outside school premises

Inkersall Primary Academy does not accept direct liability for bullying taking place outside the school premises: however if incidents occur on the way to or from school, and both the victim and bully attend Inkersall Primary Academy, then action will be taken as if the incident had occurred within the school. This includes informing parents. Additionally, we will seek to support pupils who have been bullied by pupils from another school wherever possible.

This may include:

- talking to the pupils and parents
- talking to the Head Teacher or staff of another school, and:
- working with the Police and other agencies to resolve offsite issues.

Roles and Responsibilities

The Principal

The Principal has overall responsibility for the anti-bullying policy and its implementation, ensuring all staff are aware of the policy content and know how to deal with incidents of bullying. Staff ensure that all children know that bullying is unacceptable, drawing children's attention to this fact as necessary.

The Principal sets the climate of mutual support and praise for success, and therefore reducing the likelihood of bullying occurrences on the understanding that when children feel safe and valued, they are far less likely to exhibit bullying behaviour.

All bullying issues will be dealt with on the day they are brought to our attention or the following day if necessary. The Principal will keep a central log of all bullying incidents and is additionally responsible for ensuring that any necessary follow-up with involved parties takes place.



Teachers:

Teachers will take all forms of bullying seriously, intervening to stop incidents of bullying and to prevent escalation. If teachers witness an act of bullying, or an act of bullying is reported, they will investigate following the procedures set out above. Teachers will support all children in their class and establish an ethos of trust and respect for all. By praising, rewarding and encouraging children in their successes and struggles, they will work to reduce incidents of bullying.

Parents and carers

Parents or carers concerned that their child might be being bullied, or who suspect that their child might be involved in bullying, should contact their child's class teacher immediately. Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school.

Children:

Children witnessing bullying should report it to a trusted adult. If someone is unkind to a pupil they have a positive responsibility to report it, as the bullying behaviour may extend to others.

Strategies for preventing bullying and promoting positive behaviour

As part of our on-going commitment to the safety and welfare of our pupils, staff at Inkersall Primary Academy have developed various strategies to promote positive behaviour and discourage bullying behaviour. Useful strategies include but are not limited to:

- participation in National Anti-Bullying Week;
- implementation of the anti-bullying curriculum across the school;
- school council and other internal structures;
- playground buddies trained in conflict resolution and active listening;
- assemblies and workshops led by Childline, community police officers or other appropriate external partners
- 'STOP!' posters displayed around school;
- whole-school rewards and sanctions systems;
- use of feedback questionnaires

Monitoring and Review

The anti-bullying policy is the responsibility of the Executive Principal, Principal and Local Governing Body (LGB). It is reviewed every three years. All bullying incidents are logged and reported to the full meeting of the LGB each term, and analysed accordingly.

Complaints and concerns

If any parent or carer is unhappy with the education that their child is receiving, or has any concern relating to the school, the school encourages informal resolution through the class teacher or Principal. Where informal resolution is not appropriate, the trust complaints process may be accessed. A copy of the trust complaints policy can be accessed at www.satrust.com, or through the academy website.



Appendix A: Signs of bullying

Signs that bullying may be taking place include:

- a child is frightened of walking to or from school;
- changes to usual routine;
- is unwilling to attend school or begins to truant;
- becomes withdrawn, anxious or lacking in confidence
- starts stammering
- attempts or threatens self-harm 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 possessions damaged;
- asks for money or starts stealing money;
- has dinner or other monies continually 'lost'
- has unexplained cuts or bruises
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings in turn
- stops eating; is frightened to say what is wrong
- is afraid to use the internet or mobile phone or is nervous and jumpy when a cyber message is received
- gives improbable excuses when questioned or things go wrong

Appendix B: Organisations able to provide help:

- The Advisory Centre for Education (ACE) 0808 800 5793
- Children's Legal Centre 0845 345 4345
- Kidscape Parents Helpline 08451 205 204
- Parentline Plus 0808 800 2222
- Bullying Online www.bullying.co.uk
- Kidscape www.kidscape.org.uk



INKERSALL PRIMARY ACADEMY CHILD FRIENDLY INFORMATION

WHAT IS BULLYING?

Bullying can occur through several types of anti-social behaviour. It can be:

- **PHYSICAL:** a child can be physically punched, kicked, hit, spat at etc
- **VERBAL :** verbal abuse can take the form of name calling. It can be directed towards gender, ethnic origin, physical, social disability, or personality etc
- **EXCLUSION:** a child can be bullied simply by being excluded from discussions/activities, with those they believe to be their friends
- **DAMAGE TO PROPERTY OR THEFT:** pupils can have their property damaged or stolen. Physical threats may be used by the bully in order that the pupil hands over property to them
- **CYBER:** Misuse of access to the internet in any form e.g. email, chat rooms

WHAT CAN YOU DO IF YOU ARE BEING BULLIED?

Remember:

'STOP! Several Times On Purpose? Start Telling Other People'.

- Remember that your silence is the bully's greatest weapon!
- Tell yourself that you do not deserve to be bullied and that it is **WRONG!**
- Be proud of who you are. It is good to be an individual. Try not to show that you are upset. It is hard but a bully thrives on someone's fear.
- Stay with a group of friends/people. There is safety in numbers.
- Be assertive – shout "NO" walk confidently away.
- Go straight to a teacher or member of staff Fighting back may make things worse – it is much better to talk to a teacher or parent or carer. It is best to tell an adult that you trust straight away. You will be given immediate support.
- Teachers will take pupils seriously and will deal with the bullies in a way that will end the bullying and will not make things worse for the pupil.

IF YOU KNOW SOMEONE IS BEING BULLIED TAKE ACTION

- Watching and doing nothing looks as if you are on the side of the bully. It can make the victim feel more unhappy and on their own.
- If you feel you cannot get involved – tell an adult immediately. Teachers have a way of dealing with the bully without getting you into trouble.
- Do not feel as though you have to be, or pretend to be, friends with a bully.