



CARLINGHOW ACADEMY

Anti-Bullying Policy

Version Date:	Sept 2021
Authors:	Principal
Review Date:	Annually

School Aims/Vision and Implementation

Carlinghow Academy aims to provide children with the opportunity to develop towards their full potential; academically, emotionally and socially:

- Providing the highest standard of education to enable all children equally to acquire the skills, knowledge and concepts relevant to their future.
- Promoting an ethos of care, mutual respect and support, where effort is valued and success celebrated.
- Enabling children to become active, responsible and caring members of the school and wider community.

The school works towards these aims by:

- Promoting high quality learning and attainment.
- Providing a high quality learning entitlement and environment.
- Valuing each other and ourselves.
- Working in partnership with parents and the community.

Introduction to the Anti-Bullying policy

Everyone has the right to learn/work in a supportive caring, and safe environment which is free from humiliation, intimidation, oppression and abuse. Bullying in any form is unacceptable and always needs to be taken seriously and acted upon.

This policy relates to all children/staff within the school regardless of

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

The expected behaviours of the school Behaviour policy and Internet Access Policy underpin this policy. Bullying is a safeguarding issue and therefore links to our Safeguarding policy.

Aims

It is our aim that all at Carlinghow Academy will:

- Provide a supportive, caring and emotionally safe environment for all learners and staff
- Reassure children that they will be listened to and will know it is always safe to tell
- Prevent bullying where possible, and respond to incidents of bullying of all types in a fair and consistent manner, using restorative justice techniques to deal with it
- Develop the social, emotional and behavioural skills necessary to deal with bullying
- Ensure children and staff know how to identify and report bullying and understand that it is unacceptable and that any reports of bullying will be taken seriously and acted upon
- Work with children affected to support those being bullied and prevent repeat behaviour from perpetrators

To achieve the aims, Carlinghow Academy will operate under the following framework

- A clear, shared definition of bullying and its impact is understood by children and staff (p3)
- Bullying can be hard to spot, so strategies are in place to identify bullying and the perpetrators and victims of bullying.
- Procedures for dealing with Cyber- bullying are also linked to SMART rules (see ICT Policy)

- Clear procedures are in place for dealing with reported or identified incidents of bullying. (p4/5)
- Creation and maintenance of an emotionally safe environment
- Use of the PSHE Jigsaw programme to develop necessary social and behavioural skills to deal with potential bullying situations.
- Implementation of the whole school behaviour policy which encourages respect, inclusion and the right to feel safe
- A whole school focus to coincide with anti-bullying week to raise awareness among children, parents and staff

Shared Definition of Bullying

Bullying is repeated, unwelcome actions or behaviour, which is deliberately perpetrated by an individual or a group designed to hurt or cause humiliation. There is usually an imbalance of power. Bullying can happen to anyone, and is never justified.

Bullying can be one or more of the following:

- Verbal – name calling, sarcasm, hurtful teasing, invalid criticism, being threatened, humiliated, being shouted at
- Emotional – excluding, tormenting, gestures, being singled out, untrue or hurtful rumours
- Physical – pushing, kicking, hitting, hair pulling, damage to property
- Discriminatory – focusing on gender, disability, race, religion, or be homophobic in nature.
- Isolation or exclusion – exclusion from friendship groups, malicious rumours, ignoring
- Indirect bullying – orchestrated by someone, but carried out by someone else
- Cyber bullying – using mobile phones or computers to send or post cruel messages, texts, photos or videos. This can also include the circulation of cruel messages etc which were sent originally by someone else.

Bullying involving Carlinghow Academy pupils, but taking place off school premises is covered by the provisions of this policy in so far as is practical.

Identifying Perpetrators and Targets of Bullying

Signs of bullying might include:

- Unwillingness to come to school or to take part in activities such as PE
- Withdrawn and isolated behaviour
- Complaining about missing possessions

- Refusal to talk about the problems
- Being easily distressed
- Damaged or incomplete work
- Beginning to bully others
- Changes in friendship groups or being alone much of the time

Reporting and Recording of Bullying Incidents

Actual or perceived bullying can be reported in a number of ways:

- Children are encouraged to tell a member of staff if they have been bullied or have seen bullying, they are reminded through regular assembly themes that it is ok to 'Tell'. Pupils are encouraged to seek support from their peers, , via the worry box, class staff, the Pastoral team or their parents.
- Parents can contact the school in confidence and know that their concerns will be listened to.
- All incidents and actions taken to address are recorded on the CPOMS system by staff, including details of witness statements, sanctions agreed and parents informed.
- Records are reviewed termly to identify patterns and develop appropriate strategies to reduce further incidents.

Strategies for Preventing Bullying

- Understanding and prevention through the Jigsaw PSHE programme providing weekly class sessions and whole school assemblies, including Anti bullying week activities
- Reinforcing positive behaviour messages through assemblies and whole school work
- Staff are trained and briefed in order to be able to deal with bullying effectively
- Staff are consistent and quick to point out and address any low level incidents before they are able to escalate
- The message that 'telling' about bullying is everyone's responsibility is reinforced regularly
- Children are asked regularly about their perceptions of bullying in school and are asked to highlight unsafe areas or other concerns.
- Provide pupils with secondary school transitional support.

Strategies to Deal with Identified Bullying

- All reports or observations of bullying will be addressed
- Different accounts will be listened to carefully and care taken not to make premature assumptions

- Pupil and adult key workers available to talk to and agree targets to ensure individuals feel safe and clear about what to do if bullying reoccurs.
- Adoption of a problem solving approach which includes using restorative approaches to rebuild damaged relationships.
- Work with those identified as bullying to address their behaviour and monitor for future occurrences
- Sanctions for persistent offenders (following the behaviour policy). Consistent offending could result in exclusion
- Parental involvement
- Behaviour plan and monitoring in line with behaviour policy

Roles and Responsibilities

Governors – support the Principal and have overall responsibility for ensuring the school community acts in line with this policy. A named governor will request regular updates and report back to the governing body at intervals.

Principal – has overall responsibility for the dissemination and implementation of the policy in the school and ensuring that all staff and children are aware of the expectations and work within the framework. Also responsibility for ensuring staff are adequately trained to deal effectively with situations they might encounter

Pastoral Team – monitor all issues and reports of bullying. Each incident will be investigated and recorded. The pastoral team will liaise and communicate any information with the relevant staff at all times.

Teaching and Support Staff – to work within the policy guidelines and be proactive in identifying and tackling bullying at every opportunity.

Parents – to inform school of any concerns and work with the school to address bullying behaviour. In return parents can expect to have their concerns dealt with promptly in line with this policy.

Children – to report behaviour which may be bullying and keep themselves safe within the guidelines.

Conclusion

The policy will be reviewed by the Principal annually in consultation with governors and staff and will be available to parents on the school website or on request.