



ANTI-BULLYING POLICY

INTRODUCTION

The Acorns Primary & Nursery and Whitley Village Federation are both committed to providing a caring, friendly and safe environment for all of our children. The Federation understands that bullying can sometimes occur. This can lead to feelings of worthlessness, fear and upset and can have lasting effects on individuals and their parents.

Bullying needs to be explored in the context of the relationships children and young people have with each other. Any incident perceived as bullying by a child/young person must be treated with due care. The Federation's Anti-bullying Policy is linked very closely with the Behaviour Policy.

The Federation uses the following definition of Bullying:

'Bullying is a conscious, deliberate and calculated act, repeated over a period of time, which intentionally hurts an individual physically or emotionally.'

There are numerous types of bullying including –

Emotional: excluding from a group, tormenting, ridiculing, humiliating.

Physical: hitting, punching, pinching, kicking or taking someone's belongings.

Verbal: name-calling, insulting, indirect bullying through spreading stories about someone, threats, making fun of someone.

Racist: racial taunts, gestures, making fun of someone's culture or religion.

Sexual: unwanted physical contact, sexually abusive or sexist comments.

Cyber: setting up hate websites, offensive e-mails and texts, bullying via all forms of social media.

Bullying is not a one off incident of name calling, falling out or the odd argument. It may be bullying if these incidents happen repeatedly, on purpose, over a period of time.

PURPOSE

The purpose of this policy is to ensure the provision of a safe and bully free environment across the Federation.

It is the committed aim of all employed in the Federation:

- to actively discourage any kind of anti-social behaviour, whether direct or indirect;
- to promote and support good social behaviour and relationship attitudes;
- to act sympathetically and appropriately to issues associated with anti-social behaviour;
- to ensure the safety and well being of each child whilst on authorised school premises and when engaged in authorised school activities elsewhere.

SCOPE

I **The Federation** is committed to:

- creating an environment where children can learn and play, happily and safely;
- challenging and preventing all forms of bullying amongst pupils and adults;
- positively promoting the good behaviour within school through an extensive reward scheme (see Behaviour Policy).

2 The Federation should:

- reflect the ethos and atmosphere of the schools by outlining the Federation's Behaviour Policy and ways of preventing anti-social behaviour;
- ensure that all staff (teaching and non-teaching) and Parents/Carers are aware of the Federation policy for the prevention of and dealing with any form of bullying;
- train all members of staff to enable each to be a contact person to receive in confidence the initial communication from a pupil and/or Parent/Carer;
- make provision for ongoing refresher training for existing staff and the incorporation of training into the induction arrangements of all new staff;
- make pupils aware that they can confide in any member of Staff;
- include discussion of all forms of anti-social behaviour in a conscious, systematic way as part of the social skills curriculum so that pupils learn to deal with adverse situations;
- raise awareness for perpetrators to appreciate the victim's position and help build an atmosphere where anti-social behaviour is not acceptable;
- involve Parents/Carers in formulating preventative measures for anti-social behaviour.
- formulate a step-by-step procedure to respond to a complaint of alleged anti-social behaviour, informing the complainant of the result of each completed step;
- record incidents in a consistent manner which allows effective monitoring of the behaviour, ensuring counseling is given on an understanding but rational basis, contact Parents/Carers to inform them of their child's unwanted behaviour;
- ensure absolute confidentiality is maintained when dealing with any issue which may be considered within the jurisdiction of this Policy.

3 Parents/Carers should:

- ensure the correct social behaviour and attitude is learned first at home and then within the shared responsibility of home and school;
- support the school's Anti-Bullying policy and actively encourage their children to be positive members of the school community;
- support their children to learn and accept correct social behaviour within the context of the school community;
- be involved with school representatives to formulate preventative measures for anti-social behaviour;
- take an active interest in their child's social life, e.g. discuss friendships, how playtime is spent;
- request a meeting with a member of the teaching staff if it is suspected that their child is a victim of anti-social behaviour;
- assist teaching staff members to devise strategies that will help the child and provide support both inside and outside school;
- contact the Headteacher/Deputy Headteacher if they are not satisfied that their concerns have not been dealt with appropriately;
- allow the school to resolve the problem with the bully/bullies and their parents - all parents are strongly requested that they do not involve themselves in any investigation to bullying.

4. Federation Governors should ensure:

- that the curriculum incorporates a practical strategy, materials and a deliverable plan for teaching preventative anti-social techniques;
- that an observation system is in place to give early recognition of a potential perpetrator/victim situation and the preventative measures to be taken;

- that the Federation has an effective step-by-step procedure to deal with complaints from either pupils or Parents/Carers, which is fair, well-publicised and effective, and has the commitment of the whole school;
- teaching staff are supported to deal with anti-social issues by appropriate training, curriculum support and materials;
- all complaints of any incidents of anti-social behaviour are thoroughly investigated and the complainant kept well-informed of each step in the procedure;
- forward planning for budget allowance and allocating appropriate funds for training and materials;
- that they monitor incidents of bullying that do occur.

Reporting and Responding to Bullying Incidents

Allegations and incidents of bullying within the Federation will be taken seriously by all staff and dealt with promptly. Staff will support all children involved whilst the allegations and incidents are investigated and resolved. Please refer to Appendix B to see the full procedures which are followed if incidents of bullying are observed in school or are reported to a member of school staff.

Bullying Directed Towards Race, Gender, Sexual Orientation or Disability

The Federation will not tolerate bullying against anyone because of his or her race, gender, sexual orientation or disability. The Federation will take preventative action to reduce the likelihood of bullying incidents of this nature occurring. Stereotypical views are challenged and pupils learn to appreciate and view positively differences in others, whether arising from race, gender, ability or disability.

Sexual Orientation

Sexual bullying can also be related to sexual orientation. Children do not have to be homosexual or bi-sexual to experience such bullying.

Strategies to deal with such bullying include:

- ◆ recording incidents
- ◆ awareness by staff that homophobic bullying can occur
- ◆ challenging homophobic language and explore pupils' understanding – they might not understand the impact
- ◆ Implementing discipline procedures if the bullying warrants it.

APPENDIX A

METHODS OF PREVENTING ANTI-SOCIAL BEHAVIOUR

Early Observation

Regular staff discussions take place to give early recognition of a potential situation to be monitored. In addition, school staff and parents should be alert for children showing changes from usual behaviour such as

- signs of distress, becoming shy and nervous, lacking concentration;
- becoming withdrawn, anxious, or lacking in confidence;
- becoming aggressive, disruptive or unreasonable;
- an unwillingness to attend school;
- feigning illness;
- damaged clothing or bruising;
- school work grades decreasing;
- seeking the company of an adult, for example at playtime.

Practical Methods

The Federation will ensure that the Curriculum incorporates a practical strategy, materials and a deliverable plan for teaching preventative anti-social techniques. Within the strategy, the Federation will raise the awareness of the nature of anti-social behaviour through assemblies and subject areas, as appropriate, to eradicate such behaviour. For example:

- PSICHE (Personal, Social, Citizenship, Health, Education) Curriculum;
- School's Religious Education curriculum;
- Use of SEAL (Social Emotional Aspects of Learning);
- Weekly whole school assemblies throughout the year;
- Anti-Bullying week celebrated each November;
- Circle time activities;
- Increasing confidence of individuals;
- Group work encouraging inter-dependency;
- Use of SEAL (Social Emotional Aspects of Learning);
- School Councilors regularly discuss bullying in meetings;
- Playground Friends for children to go to during playtimes if worried or concerned;
- Pupil conferencing carried out by teaching staff and members of senior management.

APPENDIX B

PROCEDURE TO DEAL WITH ANTI-SOCIAL BEHAVIOUR ISSUES

The Federation will implement the following procedure following an incident of anti-social behaviour:

- If anti-social behaviour is observed the incident will be dealt with immediately by the observer.
- A clear, detailed account of the incident will be recorded and brought to the attention of SMT.
- SMT will interview all concerned and will record the incident in detail.
- Teaching staff and school family liaison officers will be alerted to monitor future behaviour.
- For persistent anti-social behaviour, Parents/Carers will be informed in writing.
- Parents/Carers should assist School in formulating measures to correct anti-social behaviour and for supporting victim.
- Disciplinary measures (reference Behaviour Policy) will be used, as appropriate, in consultation with all parties concerned.

In the event the school receives a report from a Parent/Carer of an alleged incident of anti-social behaviour, the following will apply:

- Parent/Carer to request an interview with a member of Senior staff and school family liaison officer.
- Strategies will be agreed to help the child and provide support both within and outside school.
- A clear, detailed account of the alleged incident will be recorded and passed to the Headteacher and Deputy Headteacher
- An investigation will be conducted to ascertain facts.
- Parent/Carer will be informed of the outcome of each completed step of the investigation.