

Anti Bullying Policy



This policy should be read in conjunction with the Academy's behaviour policy.

This policy was formally adopted by Green Lane Primary Academy on: 1st March 2016

The policy was reviewed and amended Nov 2017

To be reviewed Sept 2018

Context

The aim of the Academy is to have an outstanding educational provision which delivers excellence in teaching, learning, relationships and opportunities, through high quality teaching and a safe, supportive and welcoming school environment.

Staff and pupils should expect to work and learn in a supportive and caring environment without fear of bullying.

Bullying is antisocial behaviour and affects everyone. Green Lane Primary Academy does not accept or tolerate bullying and we are committed to supporting our pupils to tackle this issue.

Despite our culture of zero tolerance towards this issue, there may be some instances of students attempting to bully each other within the Academy. We recognise that sometimes issues that originate outside of school affect children in school. Therefore, we aim to deal with any bullying complaints firmly, fairly and promptly.

We treat bullying as a serious offence and take every possible action to keep it to a minimum.

Our Aims

- ◆ To create an environment where bullying is not tolerated.
- ◆ To ensure that all pupils are aware of their rights and responsibilities and know how to seek help if those rights are being violated.
- ◆ To encourage pupils to work well, develop good relationships and offer each other mutual support and respect.
- ◆ To encourage pupils to behave in a respectful and positive way to one another.
- ◆ To raise awareness and equip pupils to deal with bullies through PSHE programmes, assemblies, pastoral team members and peer supporters.

- ◆ To review and monitor the effectiveness of our anti-bullying policy annually

Our Definitions

There is no legal definition of bullying.

However, it's usually defined as behaviour that is:

- Repeated and..
- intended to hurt someone either physically or emotionally
- often aimed at certain groups, for example because of race, religion, gender or sexual orientation

It takes many forms and can include:

- physical assault
- teasing
- making threats
- name calling
- cyberbullying -

Bullying can be:

- ◆ **Physical** – pushing, kicking, hitting, pinching, any form of violence, threats.
- ◆ **Verbal** – name calling, sarcasm, spreading rumours, persistent teasing.
- ◆ **Emotional** – tormenting, threatening ridicule, humiliation, exclusion from groups or activities.
- ◆ **Racist** – racial abuse, graffiti, gestures.
- ◆ **Sexual** – unwanted physical contact, abusive comments.
- ◆ **Damage to property or theft** - demanding possessions, money, deliberately damaging belongings.
- ◆ **Homophobic** – taunts, graffiti, gestures relating to the sexual orientation of a person
- ◆ **Cyber** – bullying via mobile phone or online (for example email, social networks and instant messenger).
writing abusive or negative things about people on line.

Signs of being bullied

- ◆ Unwillingness to come to school.
- ◆ Withdrawn, isolated behaviour.

- ◆ Complaining about missing possessions.
- ◆ Refusal to talk about problems.
- ◆ Being easily distressed.
- ◆ Damaged or incomplete work.
- ◆ Regularly feeling ill.
- ◆ Work not completed to usual standard.
- ◆ Setting off for school particularly early or late.
- ◆ Tearfulness, depression.
- ◆ Change in pupil behaviour or confidence

What to do as a pupil

- ◆ Tell yourself that you do not deserve to be bullied and it is wrong.
- ◆ Walk away and report the bullying to an adult at home or at school supporter straight away.
- ◆ Stay with a group of friends, there is safety in numbers.
- ◆ Be assertive – make it clear that you want the bullying to stop.
- ◆ Be proud of who you are and what you stand for.
- ◆ If you know that someone else is being bullied – take action – tell an adult.

What to do as a parent/carer

- ◆ Be aware of signs of bullying in your child.
- ◆ Talk to your child about their school day.
- ◆ If you feel that your child may be a victim of bullying inform the Academy immediately.
- ◆ Reassure your child that there is nothing wrong with him or her and it is not his or her fault that they are being bullied.
- ◆ Make sure that your child is not afraid to ask for help at the Academy.
- ◆ E-Safety is an important part of keeping children safe. Security measures are put into place in school to help safeguard our pupils from potential dangers or unsuitable material.

We can only be successful in keeping children safe online if we work with parents and carers to ensure the e-Safety message is consistent. Your help is needed to talk to your children about how they can keep safe and behave appropriately online.

Useful links for parents/carers

<http://www.thinkuknow.co.uk> A website designed and written specifically for children, young people, teachers, parents and carers.

<http://www.getsafeonline.org/> A beginners guide to using the Internet safely, including a quiz and some video tutorials about how to 'stay safe' on-line.

<http://www.kidsmart.org.uk/> Excellent information on many of the technologies used by children, with guidance on how to 'stay safe' online.

<http://consumers.ofcom.org.uk/2011/10/advice-for-parents/> Ofcom online safety video and guide for parents/carers

<http://www.bullying.co.uk> One in five young people have experienced bullying by text message or via email. This web site gives advice for children and parents on bullying

<http://www.chatdanger.com/> Website about the potential dangers with interactive services online like chat, IM, online games, email and on mobiles. It provides information, advice, true stories and games.

<http://www.internetmatters.org> Lots of guidance and articles for parents about keeping their children safe online.

<http://www.beatbullying.org> Advice for parents and young people about bullying, both online and off.

What the Academy will do

- ◆ Take all bullying problems seriously.
- ◆ Investigate incidents as thoroughly and promptly as possible.
- ◆ Ensure that bullies and victims, in the first instance, are interviewed separately.
- ◆ Wherever possible obtain information from witnesses.
- ◆ Keep records of reported incidents on the internal school system – Cpoms.
- ◆ Encourage the bully and the bullied to agree a resolution.
- ◆ Impose appropriate consequences.
- ◆ Inform parents/carers of bullies and bullied of serious incidents.
- ◆ Provide a clear strategy for managing future incidents.
- ◆ Provide peer supporters and access to adult support, as appropriate.
- ◆ Promote a zero tolerance of this issue within the student and staff body.

Academy activities which tackle bullying

- ◆ Assemblies
- ◆ Class group activities
- ◆ PSHCE programmes
- ◆ Displays
- ◆ Academy council discussions
- ◆ Pupil and parent support worker.
- ◆ Liaison with external agencies and Garforth Extended Services.
- ◆ Support for the national Anti- Bullying week

Monitoring and Evaluation

This policy is monitored and evaluated through regular inclusion reviews, pupil voice and school council and through consultation with the Governing Body and parents.

The following performance indicators are used to evaluate the policy within the context of the pastoral support given to all students and staff.

- ◆ Behaviour on the Academy site
- ◆ Levels of punctuality and attendance
- ◆ Evidence of self-discipline
- ◆ Good manners and consideration for others
- ◆ Levels of exclusion
- ◆ Police referrals
- ◆ Referrals through the pastoral support programme for agency involvement
- ◆ Feedback from student council and parental questionnaires