



Crossacres Primary Academy

ANTI BULLYING POLICY

Statement of Intent

At Crossacres Primary Academy we are committed to providing a warm, caring and safe environment for all our children so that they can learn and play in a relaxed and secure place.

Bullying of any kind is unacceptable and will not be tolerated in our school. We take all incidents of bullying seriously. Everybody has the right to be treated with respect and pupils who are bullying others need to learn different ways of behaving.

At Crossacres Primary Academy, we acknowledge that bullying does happen from time to time – indeed, it would be unrealistic to claim that it does not. When bullying does occur, everyone should be able to tell and know that incidents will be dealt with promptly and effectively in accordance with our anti-bullying policy.

Aims and Objectives of the Policy

The aim of this policy is to try and prevent and deal with any behaviour deemed as bullying. We promote a whole school approach where bullying is regarded as unacceptable. The implementation of this policy will create an ethos where bullying is regarded as unacceptable so that a safe and secure environment is created for everyone to learn and work in.

All members of the school have a responsibility to recognise bullying when it occurs and take appropriate action in accordance with the school policy. This will happen in the following ways:

- The school will meet the legal requirement for all schools to have an anti - bullying policy in place.
- All pupils, governors, teaching and non-teaching staff, and parents/guardians will have an understanding of what bullying is.
- All governors, teaching and non-teaching staff will know what the school policy is on bullying and will consistently and swiftly follow it when bullying is reported.
- All pupils and parents/carers will know what the school policy is on bullying and what they can do if bullying occurs.

- Pupils and parents/carers will be assured that they will be supported when bullying is reported.
- Whole school initiatives (staff training, celebration assemblies etc.) and proactive teaching strategies (PHSE [Personal, Health & Social Education] lessons, circle time etc.) will be used throughout the school to reduce the opportunities for bullying to occur.
- A positive, caring ethos will be created within the school environment where everyone can work, play and express themselves, free from the fear of being bullied.

What is Bullying?

Bullying is when a person is hurtful or unkind to someone else, on purpose and more than once. (**S**everal **T**imes **O**n **P**urpose) Bullying can be done by one person or a group of people

Bullying can be:

- Emotional – being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures) ridicule, humiliation.
- Verbal name-calling, sarcasm, spreading rumours, threats, teasing, making rude remarks, making fun of someone.
- Physical – pushing, kicking, hitting, pinching, throwing stones, biting, spitting, punching or any other forms of violence, taking or hiding someone's things.
- Racist – racial taunts, graffiti, gestures, making fun of culture and religion.
- Sexual – unwanted physical contact or sexually abusive or sexist comments.
- Homophobic – because of/or focussing on the issue of sexuality.
- Online/cyber – setting up 'hate websites', sending offensive text messages, emails and abusing the victims via their mobile phones.
- Any unfavourable or negative comments, gestures or actions made to someone relating to their disability or special educational needs.

Bullying is not:

It is important to understand that bullying is not the odd occasion of falling out with friends, name calling, arguments or when the occasional trick or joke is played on someone.

It is bullying if it is done several times on purpose.

Children sometimes fall out or say things because they are upset. When occasional problems of this kind arise it is not classed as bullying. It is an important part of children's development to learn how to deal with friendship breakdowns, the odd

name calling or childish prank. We all have to learn how to deal with these situations and develop social skill to repair relationships.

Where does bullying happen?

It can happen anywhere – in the classroom, in the corridor, in the toilets, in the dining hall, in the playground.

Signs and Symptoms

A child may indicate, by different signs or behaviour, that he or she is being bullied.

Adults should be aware of these possible signs and investigate further if a child:

- Is frightened of walking to or from school
- Begs to be driven to school
- Changes their usual routine/route to school
- Begins truanting
- Becomes withdrawn, anxious or lacking in confidence
- Starts stammering
- Attempts or threatens suicide or runs away
- Cries themselves to sleep at night or has nightmares
- Feels ill in the morning
- Begins to under perform in school work
- Comes home with clothes torn or books damaged
- Has possessions go "missing"
- Asks for money or starts stealing money (to pay the bully)
- Has dinner or other monies continually "lost"
- Has unexplained cuts and bruises
- Comes home starving (money/snack/sandwiches have been stolen)
- Becomes aggressive, disruptive or unreasonable
- Starts swearing or using aggressive language for no apparent reason
- Is bullying other children or siblings
- Stops eating
- Is frightened to say what's wrong
- Gives improbable excuses for any of the above

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be taken seriously and investigated as soon as possible.

Procedures for reporting and responding to bullying incidents

All staff will respond calmly and consistently to all allegations and incidents of bullying at Crossacres Primary Academy. They will be taken seriously by all staff and dealt with impartially and promptly. All those involved will have the opportunity to be heard. Staff will protect and support all children involved whilst allegations and incidents are investigated and resolved. The following step-by-step procedure will be used for reporting and responding to bullying allegations or incidents.

1. Report all bullying allegations and incidents to the Head of Pastoral Care
2. Staff will make sure the victim(s) is and feels safe.
3. Appropriate advice will be given to help the victim(s)
4. Staff will listen and speak to all children about the incident separately.
5. The problem will be identified and possible solutions suggested.
6. Staff will attempt to adopt a **Team Work Approach** which will move children on from them having to justify their behaviour. The Head of Pastoral Care or another member of the Senior Management Team will hold team work approach meetings with the children involved. If the teamwork approach does not work further action will be taken.
7. If possible, the pupils will be reconciled.
8. In cases of bullying, the incidents will be recorded by the Head of Pastoral Care or member of the SMT in the Bullying file in the SMT office.
9. In serious cases parents will be informed and will be invited to come into the school for a meeting to discuss the problem.
10. After the incident has been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
11. If necessary and appropriate, the Safeguarding Lead in school, Social Services or police will be consulted.

The following sanctions may be used:

If the team work approach does not work the following actions may be taken:

- Apologise to the victim(s) verbally or in writing
- Lose privileges
- Lose playtimes
- Spend playtimes and lunchtimes with an adult
- Parents will be invited in to school
- Be removed from class and work in isolation
- Report to the Headteacher or Deputy Headteacher
- Fixed term exclusion
- Permanent exclusion

Strategies for the prevention and reduction of bullying:

Whole school initiatives and proactive teaching strategies will be used throughout the school to develop a positive learning environment with the aim of reducing the opportunities for bullying to occur. These can include:

- Each class agreeing on their own set of class rules
- Awareness raising through regular anti-bullying assemblies
- PHSE (Personal, Health & Social Education) scheme of work from Reception to Year 6 used to support this policy
- Circle time on bullying issues
- Prominently displaying anti-bullying posters produced by the children around the school
- Introducing playground improvements and initiatives
- Training Y5 or Y6 pupils to be Playground Pals
- Implementation of the playground marking programme
- Using praise and rewards to reinforce good behaviour
- Encouraging the whole school community to model appropriate behaviour towards one another
- Organising regular anti-bullying training for all staff
- Analysis of data from whole school surveys / focus groups
- Recruiting and training anti-bullying Ambassadors

Monitoring and evaluation of the policy

To ensure this policy is effective, it will be regularly monitored and evaluated. Questionnaires completed by the whole school community, bullying incident forms will be used to gauge the effectiveness of the policy.

Following an annual review any amendments will be made to the policy and all stakeholders will be informed.

April 2021