



Anti- bullying statement and Policy

Policy reviewed by Academy Transformation Trust on	March 2017
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This policy links to:	Located:
<ul style="list-style-type: none">• Safeguarding policy• E-safety policy• Social Media• Behaviour for Learning Policy• Equalities policy	

Review Date – March 2019



Our Mission

To provide the very best education for all pupils and the highest level of support for our staff to ensure every child leaves our academies with everything they need to reach their full potential.

We promise to do everything we can to give children the very best education that gives them the best opportunity to succeed in life. All of our academies have it in them to be outstanding and achieving this comes down to our commitment to our pupils, staff and academies.

Our commitment

We are committed to taking positive action in the light of the Equality Act 2010 with regard to the needs of people with protected characteristics. These are age, disability, pregnancy and maternity, religion and belief, race, sex, sexual orientation, gender reassignment and marriage and civil partnership.

We will continue to make reasonable adjustments to avoid anyone with a protected characteristic being placed at a disadvantage.

We will measure the success of our commitment in this policy by analysing bullying logs and actions in our academies to reduce or eliminate incidents of bullying.

Introduction

Academy Transformation Trust are committed to developing an anti-bullying culture whereby no bullying, including between adults or adults and children and young people will be tolerated.

The Trust recognises the importance and value in dealing with the issue of bullying. The Trust believes the effective management of bullying is a shared responsibility which involves staff, parents/carers, children and young people and professionals involved with children who are victims or perpetrators of bullying behaviour.

There is no justification for bullying behaviour and it should not be tolerated in any form. We will ensure fair treatment for all, regardless of age, race, culture, disability, gender, religion, sexual orientation or home circumstances and encourage understanding and tolerance of different social, religious and cultural backgrounds.

The Trust expects that:

- there is an agreement in the academy community what is meant by bullying.
- all bullying concerns will be dealt with sensitively and effectively;
- that students feel safe to learn
- the policy is explicit about the approach to cyber-bullying
- that all pupils and staff accept and follow the anti-bullying policy.
- all reported bullying incidents will be dealt with promptly, logged and actions recorded.
- the writing of academies anti-bullying policy will involve members of the academy community. This includes pupils of all ages and disabled pupils and those with special educational needs.

Definition of bullying

“Bullying is behaviour by an individual or group, repeated over time that intentionally hurts another individual or group either physically or emotionally.”

(DfE *Preventing and Tackling Bullying, advice for headteachers, staff and governing bodies.* October 2014)

POOL HAYES ACADEMY ANTI-BULLYING POLICY



Introduction

All children and young people have the right to go about their daily lives without the fear of being threatened, assaulted or harassed.

No one should underestimate the impact that bullying can have on a person's life. It can cause high levels of distress, affecting young people's well-being, behaviour, academic and social development right through into adulthood.

We are committed to providing a caring, friendly and safe environment for all of our students so they can learn in a relaxed and secure atmosphere free from oppression and abuse.

Bullying is an anti-social behaviour which affects everyone. All types of bullying are unacceptable at Pool Hayes and will not be tolerated.

All students should feel able to speak out and when bullying behaviour is brought to our attention, with prompt and effective action being taken.

We are an "open" school - this means that anyone who is aware of any type of bullying which is taking place is expected to tell a senior member of staff immediately.

Definition of Terms

Bullying behaviour abuses an imbalance of power, to repeatedly and intentionally cause emotional or physical harm to another person or group of people.

Isolated instances of hurtful behaviour, teasing or arguments between individuals would not be seen as "bullying" (Torfaen definition 2008)

Bullying generally takes one of four forms:

- Indirect being unfriendly, spreading rumours, excluding, tormenting (e.g. hiding bags or books)
- Physical pushing, kicking, hitting, punching, slapping or any form of violence
- Verbal name-calling, teasing, threats, sarcasm
- Cyber All areas of internet misuse, such as nasty and/or threatening emails, misuse of blogs, gaming websites, internet chat rooms and instant messaging
Mobile threats by text messaging & calls Misuse of associated technology, i.e. camera and video facilities

Although not an exhaustive list, common examples of bullying include:

- Racial bullying

- Homophobic bullying
- Bullying based on disability, ability, gender, appearance or circumstance

Bullying hurts. No one deserves to be bullied. Everybody has the right to be treated with respect.

Students who are bullying need to learn different ways of behaving and Pool Hayes has a responsibility to respond promptly and effectively to issues of bullying.

Key Principles

All governors, teaching and non-teaching staff, students and parents should have an understanding of what bullying is

All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported

All students and parents should know what the school policy is on bullying, and what they should do if bullying arises

As a school we take bullying seriously. Students and parents should be assured that they will be supported when bullying is reported

Implementation

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached.
- A clear and precise account of the incident will be recorded on a Serious Incident Form and reviewed by staff.
- Staff will interview all concerned and will record the incident.
- Form tutors and Heads of House will be kept informed and arrangements may be made by the latter in specific subject areas if required.
- Parents will be kept informed.
- House Support Sessions will be put in place to review the behaviours leading up to the bullying and addressing matters so that these factors are resolved.
- Punitive measures will be used as appropriate and in consultation with all parties concerned.
- If necessary and appropriate, police will be consulted.

Students who have been bullied may be supported by:

- Offering an immediate opportunity to discuss the experience with a mentor, or a member of staff of their choice, in the context of their availability.
- Reassuring the pupil.
- Offering continuous support.

- Restoring self-esteem and confidence.

Students who have bullied may be helped by:

- Attending a House Support Session to review events with House staff.
- Auctioning restorative justice type activities (as appropriate); for example, writing a letter, publicly acknowledging wrong-doings, project-based activities, etc.
- Working with Anti-Bullying Reps within their House.
- Discussing what happened with teaching or mentoring staff.
- Discovering why the pupil became involved.
- Establishing the wrong doing and the need to change; for example, drawing up a behaviour contract.
- Informing parents or guardians to help change the attitude and behaviour of the child.
- Accessing the online counselling support programme Kooth

The following disciplinary steps can be taken:

- Official warnings to cease offending.
- Parental Meetings.
- Exclusion from certain areas of school premises.
- Isolation.
- Isolated at another school.
- Fixed Term Exclusion.
- Permanent exclusion.

Personal, Social, Health, Enterprise Education:

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in:

- PSHEE
- form tutorial time
- assemblies
- subject areas as appropriate,
- House projects
- National Anti-Bullying Week Campaigns (Autumn Term)
- National Safer Internet Week Campaigns (Spring Term)

Investigating Signs of Bullying:

Form tutors, Heads of House and Student Support staff are trained to recognise the behaviours that indicate that bullying - or other concerns - is affecting a child through whole-staff training.

Many children and young people do not speak out when being bullied and may indicate by signs or behaviour that he or she is being bullied.

All adults should be aware of these possible signs and should investigate if a child:

- is frightened of walking to or from school.
- doesn't want to go on the school / public bus.
- begs to be driven to school.
- changes their usual routine.
- is unwilling to go to school (school phobic).
- begins to truant.
- 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.
- uses excuses to miss school (headache, stomach ache, etc).
- begins to suffer academically.
- comes home with clothes torn or books damaged.
- has possessions which are damaged or "go missing".
- asks for money or starts stealing money (to pay bully).
- has dinner or other monies continually "lost".
- has unexplained cuts or bruises or shows signs of being in a fight.
- comes home starving (money / lunch has been stolen).
- becomes aggressive, disruptive or unreasonable.
- is bullying other children or siblings.
- changes their eating habits (stops eating or over eats).
- goes to bed earlier than usual.
- is unable to sleep.
- wets the bed.
- is frightened to say what's wrong.
- gives unlikely excuses for any of the above.
- is afraid to use the internet or mobile phone.
- is nervous and jumpy when a text message or email is received.

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should always be investigated.

School Contacts:

If any child or parent has any concerns about bullying they should make contact with school and flag up their concerns as early as possible through:

- Contacting their form tutor
- Contacting their Head of House
- Contacting Student Support who can pass the concerns on
- Coasting the student Anti-Bullying Reps in each House
- Using Tootoot to anonymously report incidents of bullying*

Failing this, it is important to notify any member of staff if there are bullying concerns affecting any child.

Tootoot is bullying reporting package that Pool Hayes Academy uses. Pupils report incidents of bullying through the programme anonymously and an appropriate member of staff (Senior leader, Safeguarding staff or Head of House) will respond directly on the service. ALL pupils at Pool Hayes Academy have a unique Log in for Tootoot

Parental Expectations:

The school encourages every parent to give the school the opportunity to resolve matters.

On occasions parents get involved in attempting to address matters and, despite the best of intentions, can actually worsen matters.

The school may ask parents to support matters by:

- Talking to their child about the incident(s).
- Reflecting with their child on how their actions could have been different.
- Withdrawing their child from social networking sites (if appropriate).
- Removing their child's mobile phone (if appropriate).
- Supporting their child in completing anti-bullying or bullying support activities assigned by the school.

If any parents wish to be supported in dealing with bullying then school staff are available - via the Head of House - to provide assistance and guidance from both within and beyond school.

Further Information:

The following websites are recommended to anyone wishing to learn more about bullying:

- www.bullying.co.uk/
- www.anti-bullyingalliance.org.uk
- www.nationalbullyinghelpline.co.uk
- www.childline.org.uk
- http://www.bbc.co.uk/schools/parents/personal_social/
- www.saferinternet.org.uk
- www.childnet.com
- www.ceop.police.uk

Reference Material:	DfE Guidance, “Preventing & Tackling Bullying” (Oct 2014) DfE Guidance, “School Support for Children & Young People Who Are Bullied” (2014) DfE Guidance, “Cyberbullying: Advice for Headteachers & School Staff” (2014) DfE Guidance, “Advice for Parents & Carers on Cyberbullying (2014) See listed websites
Responsibility:	Headteacher and Governors
Monitoring:	DWM- Vice Principal
Evaluation:	DWM – Vice Principal
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