



# Anti-Bullying Policy

Updated October 2023



At All Saints Academy, it is our vision to provide the 'good soil' for every member of our community to develop deep roots and flourish as a unique individual and achieve their full potential. With the highest of expectations, we nurture and develop each individual so that they can explore who they are and make a positive contribution to our local community and the wider world.



**A loving place where we all care, learn and grow together.**

**Our school values at All Saints Academy:**

- Respect
- Kindness
- Perseverance
- Honesty
- Courage
- Empathy

Our vision and values are central to all that we do. They are promoted through our curriculum, they run through our policies and they inform our day to day decision making.

**Definition**

At All Saints Academy, we adopt the Anti-Bullying Alliance definition of bullying.

*'The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological. It can happen face-to-face or online'.*

There are four key elements to this definition:

- hurtful
- repetition
- power imbalance
- intentional

At All Saints Academy, we explain bullying to the children using the acronym BOO.

- **B**eing unkind
- **O**n purpose
- **O**ver and over

Bullying behaviour can be:

- Physical – pushing, poking, kicking, hitting, biting, pinching, scratching etc.
- Verbal - name calling (including racists and homophobic), sarcasm, spreading rumours, threats, teasing, belittling etc.

- Emotional – isolating others, tormenting, hiding things, threats, gestures, ridicule, humiliation, intimidating, excluding, manipulation and coercion.
- Sexual – unwanted physical contact, inappropriate touching, abusive comments, homophobic abuse etc.
- Online /cyber – unkind posts on social media, sharing photos, sending nasty text messages, social exclusion etc.

### **ALL BULLYING IS UNACCEPTABLE.**

We recognise the effects that bullying can have on a child’s social, emotional and mental health and on their learning. This is why we actively promote an anti-bullying environment. We aim to reduce the number of bullying incidents by creating a safe, caring environment where children are not afraid to talk about, and discuss bullying and where they know they will be listened to sympathetically and positive action taken.

Secrecy and silence nurture bullying, children need to be encouraged to **speak out**.

#### **Signs**

Children who are being bullied *may*:

- Be frightened of walking to/from school alone
- Be unwilling to go to school (e.g. say they feel too ill, refusal to get dress and cooperate in the morning routines)
- Complaining of being poorly once at school (attempting to get sent home)
- Have clothing or possessions broken/damaged regularly
- Have possessions go missing regularly
- General change in their behaviour, e.g. cry more, get very angry
- Have unexplained cuts or bruises
- Ask for money or begin stealing (to give to the bully)
- Become withdrawn and start stammering
- Become depressed and anxious
- Eat less/more
- Have nightmares/change to sleeping patterns
- Nervous and jumpy when a notification is received (cyber)
- Begin to bully other children or siblings
- Give improbable excuses for any of the above

#### **Creating an anti-bullying culture in school**

The school behaviour policy explains how we promote positive behaviour in school to create an environment where children behave well; where children take responsibility for each other’s emotional and social well-being and include and support each other.

We promote appropriate behaviour through direct teaching and by creating an emotionally and socially safe environment where these skills are learned and practiced. Our aim is to create a climate where bullying is not accepted by anyone within the school community.

Within our curriculum, children are directly taught:

- what bullying is and what bullying isn't
- what being a good friend looks like
- what the signs of someone being bullied might be
- to understand why someone might bully
- to understanding what it is like for a victim of bullying
- how to constructively manage their relationships with others including conflict.
- how to ask for help (for themselves or for others)

A range of teaching strategies are used to deliver the objectives listed above (including circle time, role play and stories). We will also use the national annual anti-bullying week as a focus of our work to raise awareness of the issues and continue this work throughout the year.

Bullying in any form will not be tolerated and we make this clear in the information we give to children and their parents when they join our school.

We use collective worship to reinforce our message that bullying will not be tolerated. Collective worship is used to promote our key school values including respect, kindness, honesty and empathy.

All staff work hard to build positive, trusting relationships with our children. We hope these relationships will allow the children to feel they are able to speak out if something is worrying them. However, each class has a worry monster or worry box to provide an indirect way for children to ask for help. Displays in school inform children about Childline and other sources of help.

We will ask children about bullying in our school through pupil questionnaires and pupil interviews. From their feedback, we try to address any concerns they raise.

We provide training for teachers and support staff (including midday supervisors) on spotting the signs of bullying and how to respond.

### **Strategies for dealing with bullying**

#### **Responding to incidents when they occur**

Children should report any behaviour which makes them feel uncomfortable/unhappy/unsafe to a trusted member of staff in school as soon as possible. Children who see others behaving in a way which is making someone feel uncomfortable/unhappy/unsafe should also report this to a trust member of staff in school as soon as possible. These reports will be logged by the adult

on CPOMs. Through this system, incidents can be closely monitored. Actions taken are logged against each incident.

When school suspect bullying, we will contact the parents of the children involved at an early stage. All reports will be taken seriously and will be followed up by a member of the Senior Leadership Team.

Any incidents of bullying are reported half termly to governors. These incidents are organised into categories, e.g. verbal, physical, homophobic, racist etc. They are reported annually to the Local Authority as part of the S175 audit.

### **Support provided to children who are being bullied**

We will:

- Assure the child that the bullying is not their fault
- Assure them it was right to report the incident
- Encourage them to talk about how they feel
- Engage them in making choices about how the matter may be resolved
- Try to ensure that they feel safe
- Discuss strategies for being safe and staying safe
- Ask them to report immediately any further incidents
- Affirm that bullying can be stopped and that we will persist with intervention until it does

### **Procedures to implement when bullying occurs**

We will:

- Interview the child (or children) involved separately- listen carefully to their version of events. Record what has been said.
- Talk to anyone else who may have witnessed the bullying. Record what has been said.
- Inform all parents/carers
- Reinforce the message that bullying is not acceptable and that we expect bullying to STOP
- Affirm that it is right for children to speak out when they are being bullied
- Adopt a joint problem-solving approach (where this is appropriate) and ask children involved to help us find the solutions to the problem.
- Consider appropriate sanctions inline with the behaviour policy
- Advise children responsible for bullying and their parents that we will be monitoring the situations to ensure the bullying stops
- Plan regular check ins with the victim (agree who will do this and how often- a least once a week for a half term)
- Provide immediate consequences for retaliation against children who report bullying

### **When tougher measures are needed**

If necessary, we will invoke consequences that are detailed in our behaviour policy. These include;

- Withdrawal from the class (work elsewhere)
- Withdrawal of break and lunchtime privileges
- Suspension

### **Our responsibilities**

Staff are expected to:

- Closely supervise children in all areas of the school and playground
- Watch for signs of bullying and stop it when it happens
- Take seriously parent/carer concerns about bullying by looking into all reported bullying incidents
- Follow the guidelines in this policy when bullying occurs

Children are expected to:

- Treat each other respectfully and with kindness
- Refuse to engage in bullying behaviour
- Refuse to be a by-stander and let others be bullied
- Support each other and to seek help to ensure that everyone feels safe, and nobody feels excluded or afraid
- Try to include everyone in play, especially those who are being left out
- Report all incidents of bullying or suspected incidents- speak out

If staff are not made aware of incidents, they are unable to help the child/children deal with them.

Parents can help by:

- Having a clear understanding of the definition of bullying
- Supporting our anti-bullying policy and procedures
- Raising any concerns that their child may be experiencing bullying or involved in some other way with a member of school staff- this should be done in a calm manner
- Helping to establish an anti-bullying culture outside of school
- Maintaining confidentiality

### **Bullying outside the school grounds**

The school is not responsible for bullying that occurs off the premises but we recognise that bullying can occur outside of the school gates and on journeys to and from the school. The bullying may be done by children from our school, by pupils from another school or people not at school at all. Where a child or parent tells us of bullying off the school premises, we will support them in the following ways:

- Talk to children about how to avoid or handle bullying outside of school
- Talk to the Headteacher of another school whose pupils are bullying
- Talk to the transport company about bullying on buses
- Talk to the police

### **Complaints**

We recognise that there may be times when parents/carers feel that we have not dealt with an incident satisfactorily and we would ask that this is brought to the attention of the Headteacher.

If the Headteacher cannot resolve these concerns informally, parents can raise their concerns more formally through the Trust Complaints Procedure which can be found on the school website or requested from the school office.

### **Monitoring and Reviewing**

The Headteacher is responsible for reviewing the effectiveness of this policy on a regular basis. The school governing body has the responsibility to support the Head teacher in implementing and reviewing the effectiveness of the Anti-Bullying Policy.