

Anti-Bullying Policy



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Approved by:	W Jackson
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This policy is scheduled for review on:	Annually

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Policy Statement

We are committed to equality and value diversity. As such we are committed to fulfilling our Public Sector Equality Duty (Equality Duty) obligations and expect all staff and volunteers to share this commitment.

This policy should also be applied in accordance with our Staff Code of Conduct, Safeguarding and Child Protection, and ICT Acceptable Use policies and Procedures. Copies of all policies and procedures can be accessed via the **All MAT Staff** area on Teams.

The Equality Duty requires us to have due regard to the need to:

- Eliminate unlawful discrimination, harassment, and victimisation.
- Advance equality of opportunity.
- Foster good relations between people who share protected characteristics, such as age, gender, race and faith, and people who do not share them.

If you consider that any of our practices, policies or procedures may be indirectly discriminatory, you should report your concerns and the basis for them to your line manager, who will take appropriate action and ensure that you receive a written response in respect of the concerns that you have raised.

This policy does not form part of your contract of employment. We reserve the right to amend or withdraw this policy at any time.

We are responsible for ensuring the effective implementation of this policy. As part of equality monitoring we will review and monitor the operation and impact of the policy on a regular basis and in accordance with the policy review date. As part of this monitoring and review this policy will be equality impact assessed.

Statement of Intent

Foxyards Primary Academy is committed to providing a caring, friendly, and safe environment for all students.

Bullying of any kind is unacceptable in our school. If bullying does occur, all students should feel able to tell staff and should be confident that incidents will be dealt with promptly and effectively.

All stakeholders have a responsibility to take any suspicion or disclosure of bullying seriously, no matter what the details or provenance, and should respond immediately.

Objectives of this Policy

All teaching, and non-teaching staff, should have an understanding of what bullying is.

- All teaching, and non-teaching staff should know what the school policy on bullying is and should follow this when bullying is reported.
- All students and their parents/carers should be aware of the Trust's anti-bullying policy and what they should do if bullying arises. Page 4 of 7
- All students and their parents/carers should be assured that we take bullying seriously and that they will be supported when bullying is reported.
- All students should feel able to tell a member of staff when they have experienced or seen bullying, knowing that the actions taken will not only be prompt but sensitive to their concerns.
- All outside agencies, such as the police, social services and health professionals are consulted, and their help enlisted where and when appropriate.

What is Bullying?

Bullying is the use of aggression with the intention of hurting another person. Bullying is usually persistent (several times on purpose) and can take many forms. For example:

Emotional:	Excluding from peer groups, and tormenting i.e. hiding possessions.
Physical:	Pushing, kicking, hitting, other kinds of violence.
Racist:	Racial, including taunts, graffiti, gestures, name calling.
Sexual:	Sexual harassment (unwanted physical contact), sexual abuse/demeaning comments.
Homophobic:	Because of or focusing on sexuality.
Verbal:	Name calling, sarcasm, spreading rumours, teasing, threatening, intimidating.
Non-Verbal:	Laughing at someone as a group.
Cyber:	All inappropriate use of the internet or other forms of communication technology i.e. phones to send threatening messages, spread rumours, name calling etc...

Staff, parents, carers and care givers should be aware of when a child is possibly the victim of bullying behaviour. We use the Acronym: S.T.O.P (Several Times on Purpose) to support children and staff to recognise patterns of behaviour and the potential existence of bullying.

Symptoms may be:

- Frightened to walk to and from school.
- Asks to be driven to school. Page 5 of 7
- Changes the usual route to school.
- Is unwilling to go to (school phobic).
- Frequently complaining of being unwell both at home and at school.
- Becomes isolated and withdrawn.
- School work is affected
- Has clothing and belongings that get damaged or go missing.
- Has physical bruising or other evidence of assault.
- Wants to stay close to a particular teacher or remains in the classroom at break time, lunch time and after school.
- Becomes aggressive or unreasonable.
- Stops eating.
- Runs away or threatens self-harm.
- Gives improbable excuses for any of the above.

These signs and behaviours could have other causes, but bullying should be considered a possibility and the circumstances should be investigated.

Dealing with Bullying

Prevention and Education

The following strategies should be in place to ensure that the correct ethos towards bullying is established and that students are prepared and can act confidently should bullying occur.

- The school's policy on bullying is known to staff, parents, carers and care givers and students. This should be reviewed and re-issued regularly.
- All students should know that bullying is totally unacceptable. They should also know that if they are bullied it is not their fault. Students should be encouraged to report any bullying incident, even if they are not personally involved.
- The PSHE programme should include opportunities for students to discuss bullying and the bully and to explore feelings and attitudes.
- Teachers should be aware of potential difficulties between students as well as protected characteristics, and take them into consideration in seating plans and general classroom management.
- Staff on duty and lunchtime supervisors should regularly patrol areas of the site where bullying might go on undetected.

What Parents/ Carers and Care Givers Should Do

Parents carers and care givers should be reminded through school communications that if they think their child is being bullied, they should:

- Reassure the child. It is not their fault, and the matter will be dealt with sensitively. The child has done the correct thing in 'telling'. Page 6 of 7
- Contact the child's class teacher in the first instance

What Students Should Do

Students should be regularly reminded that the school will not tolerate bullying and that if it occurs, they should:

- Tell someone immediately, at home or at school, even if they are not personally being bullied but have seen it with others.
- Check in with, and support the potential victim so that they are not a 'bystander'.

What Staff Should Do

- If a student discloses bullying to a member of staff they should deal with the matter immediately. The child may have worried over their problem for some time and will want it to be dealt with quickly.
- Staff should take all disclosures seriously, even if, as adults, they do not think the incidents described are 'real' bullying or very serious. Staff should remember that children have a very different perception of what may or may not be serious.
- Staff should be aware that insensitive handling of a bullying incident might result in more not less difficulty for the victim. If staff are unsure how to proceed, they should always take advice.

Different circumstances may require different approaches but usually will include the following:

- Both the victim and the alleged perpetrator will be spoken to and counselled by an appropriate member of staff.
- The victim should be given a 'safe haven' if required for break times until the matter is resolved and coping strategies for the short term.
- The consequences of further aggression by the bully, if substantiated, should be made clear and the sanctions that school will enforce should be outlined. The bully should give some undertaking of how he/she can improve the situation.
- Where appropriate, the two parties should meet face to face to discuss the situation and how it may be resolved.
- The member of staff should make a written record of those involved and findings and share these with appropriate staff in school.

If the problem persists:

- Both sets of families or supporting adults should be seen in school. A strategy to move forward will be discussed separately. At this point, external support or advice may be considered.

If the situation is not resolved:

The matter would then become subject to more serious sanctions and if the problem persisted could lead to suspension or exclusion.

At all times, staff dealing with bullying incidents should ensure that:

- Students may be isolated whilst investigations are undergoing. This is a supportive measure and will only be used to further safeguard everyone involved.
- Parents are fully involved and informed of the actions school has taken in regard to keeping their child safe.
- Incidents are recorded on CPOMs.
- Students are monitored i.e. by regular check ins during the reconciliation period.
- If there is any real and immediate threat to a child's safety, senior staff are informed so that more radical, preventative action can be taken.

