



Poppyfield

Primary Academy

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Preventing Bullying Policy v 1.0

Introduction

Our core vision is to provide pupils with access to the widest range of opportunities in life by fostering academic excellence and instilling self-belief, intellectual curiosity and responsibility towards others in society.

Our ethos of responsibility towards others encourages pupils to treat one another and school staff with respect and decency because they know that this is the right way to behave. This culture extends beyond the classroom to the corridors, the dining hall, the playground, and beyond the school gates including travel to and from school.

Values of respect for other pupils and staff, an understanding of the importance of education, and a clear sense of how our actions affect others permeate our whole-school environment and are reinforced by staff and pupils who set a good example to younger ones.

Communication plays a key part in bringing bullying to light and hence in preventing it from continuing. Reporting bullying to a member of staff directly supports others.

Pupils, parents, staff and governors value the good relationship fostered between all parts of the school community, and expect that every allegation of bullying will be taken seriously and that staff are confident about how to deal with any allegations or incidents of bullying.

Statutory Requirements

This Policy is informed by and updated with regard to the guidance in the following documents.

- Preventing and Tackling Bullying, Advice for headteachers, staff and governing bodies
- Keeping Children Safe in Education: Statutory guidance for schools and colleges
- Cyberbullying: Advice for headteachers and school staff

Bullying is unacceptable in this school and will not be tolerated.

Each pupil has the right to feel safe in school and to be supported when they feel vulnerable.

Preventing Bullying Policy

Poppyfield Primary Academy recognises that it must take note of and act on reports of bullying which occur outside school which spill over into school. Poppyfield Primary Academy will do what is reasonably practicable to eliminate any such bullying. Poppyfield Primary Academy aims to promote responsibility towards others and will support pupils to recognise, understand and appropriately express their emotions.

We will not accept bullying of any type not least because it indicates a lack of appreciation of the feelings of others.

Bullying in all forms, both physical and emotional, can cause lasting psychological damage.

Bullying will not be tolerated and will always be addressed.

Poppyfield Primary Academy's Behaviour Policy explicitly encourages good behaviour and helps to prevent all forms of bullying.

We strive to:

- ensure that pupils can learn, grow and flourish in a supportive, caring and safe environment, without fear of being bullied;
- demonstrate that Poppyfield Primary Academy takes bullying seriously and ensures that all pupils and staff know that bullying is unacceptable and will not be tolerated;
- take measures to prevent all forms of bullying on site and during off-site activities;
- support everyone through our actions to identify and protect those who might be bullied;
- demonstrate that the safety and happiness of pupils is paramount;
- promote an environment where pupils feel they can trust and tell staff if they are being bullied or know about any bullying;
- promote positive attitudes in pupils and celebrate success;
- ensure all staff are aware of their duty of care over those in their charge and the need to be alert to signs of bullying;
- ensure all staff are aware of procedures through regular training.

Definition, types of bullying and roles in bullying.

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. (Preventing and Tackling Bullying, Advice for Head Teachers, Staff and Governing Bodies)

Stopping violence and ensuring immediate physical safety is obviously a school's first priority but emotional bullying can be more damaging than physical; teachers and schools have to make their own judgements about each specific case.

At Poppyfield Primary Academy we take all forms of bullying equally seriously. We understand that bullying can take place between pupils, between pupils and staff, by individuals and groups, face-to-face, indirectly or using a range of cyber bullying methods.

We understand that all children have disagreements with each other and friends fall out for a time. This is not usually bullying.

Four main types of bullying can be identified.

- Physical - hitting, kicking, hiding or taking belongings.
- Verbal - name calling, teasing, insults.
- Emotional - being intentionally unfriendly; excluding; giving nasty looks; spreading rumours, writing or sending unkind notes or messages.
- Cyber - email and internet chat room misuse; mobile-phone threats by text, calls, or through social networks/websites.

Specific types of bullying include the following.

- Bullying relating to race or colour, nationality, religion, belief or culture.
- Bullying related to special educational needs (SEN) or disabilities.
- Bullying related to appearance or health conditions.
- Bullying related to sexual orientation or gender: including homophobic, biphobic and transphobic bullying.
- Bullying of young carers, looked-after children or that is otherwise related to home circumstances.
- Sexist or sexual bullying or sexual harassment.
- Bullying using electronic forms of contact (cyber-bullying). Our Acceptable Use Policy is regularly updated to take account of changes in technology and its usage.

Different roles within bullying have been identified.

- Those relying on social power, dominating others, often with group support (ring-leader).
- Others joining in and therefore afraid of the ring-leader (associates).
- The awareness of a silent majority that bullying is taking place, but feeling unable to do anything about it (bystanders).
- Those who try to stop bullying (defenders).

Useful references and support organisations are listed in Appendix A of this policy.

Signs and symptoms of being bullied

A child may indicate by signs or behaviour that they are being bullied. All staff should be aware of these possible signs and they should investigate if a student shows any of the following signs.

- Unwillingness to go to school.
- Becomes withdrawn, anxious or lacking in confidence.
- Starts stammering
- Attempts or threatens self-harm.
- Has nightmares.
- Regularly feels ill in the morning.
- Begins to underperform in school work.

- Comes home with damaged clothing or books/possessions.
- Possessions go missing on a regular basis.
- Unexplained cuts and bruises.
- Loss of appetite.
- Is frightened to say what is worrying them.
- Is frightened to walk/travel to or from school.
- Changes their usual routine with no explanation.

The role of the Academy Council

The Academy Council will liaise with the Executive Headteacher and Head of School over all anti-bullying strategies, and be made aware of individual cases and trends where appropriate. The Academy Council will discuss, review and endorse strategies and will discuss the Head of School's report on the working of the Policy.

The Governors will liaise with the Head of School to arrange for a regular programme of staff development, which will include safeguarding and anti-bullying strategies. This will include training for all school staff.

The role of staff

The Executive Head Teacher and Head of School has a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among and between pupils.

The Head of School will:

- ensure all staff have an opportunity of discussing strategies and of reviewing them regularly;
- determine the strategies and procedures with members of the Senior Leadership Team;
- ensure appropriate training is available;
- ensure that the procedures are brought to the attention of all staff, volunteers, parents and pupils;
- report on the implementation of procedures to the Academy Council.

The Head of School is responsible for the day-to-day management of the policy and systems, ensuring that there are positive strategies and procedures in place to help both the bullied and the bullies.

All staff and volunteers will:

- know and follow all relevant policies and procedures;
- keep clear records of any incidents;
- be observant and keep lines of communication with students open;
- deal with incidents according to the Policy;
- never let any incident of bullying pass by unreported;

- take action to reduce the risk of bullying at all times.

The role of staff in dealing with incidents

If bullying is suspected or reported, the incident will be investigated and dealt with immediately by the teacher approached. If a racial, homophobic or transgender element to the bullying is suspected the Head of School must be informed immediately. The teacher will record the details of the incident. All the parties will be interviewed and any subsequent actions/sanctions are logged. The appropriate strategy and plan of action to combat the bullying and support the pupil will be decided upon.

The implementation of the strategy will be overseen by the Head of School and Parents will be kept informed by the relevant staff. Any sanctions will be determined by the Head of School and/or Executive Headteacher.

In any incident of bullying, staff at Poppyfield Primary Academy will bear in mind the following principles.

- It is important that pupils who experience bullying feel they will be heard.
- It is important to note that that people react differently to bullying and it is often very difficult to tell if someone is upset or hurt.
- If pupils feel upset, they are encouraged to speak to their teacher, their buddy or a responsible adult at an appropriate time.
- It must be emphasised to all pupils that they should NEVER take the law into their own hands and should remember that physical aggression is not acceptable.
- Pupils should be reassured that the adult will try to sort out the problem.
- Low-level disruption and the use of offensive language can in itself have a significant impact on its target. If left unchallenged or dismissed as banter or horseplay it can also lead to reluctance to report other behaviour.
- Early intervention can help to set clear expectations of the behaviour that is and is not acceptable and can help stop negative behaviours escalating.

Reporting and recording

All incidents must be reported and recorded as outlined to ensure that the Head of School can respond and support pupils and to enable patterns to be identified.

A bullying incident should be treated as a child protection concern where there is reasonable cause to suspect that a child is suffering or likely to suffer significant harm. The relevant agencies such as social care or the police will be informed.

The role of the curriculum in preventing bullying

Anti-Bullying Education in the Poppyfield Primary Academy curriculum involves the following:

Poppyfield Primary Academy will raise the awareness of the anti-social and damaging nature of bullying through the Personal, Social, Health and Citizenship Education (PSHE) Programme, the Core Programme, lessons, school assemblies, dedicated events, performances, projects, drama and elsewhere in the curriculum where appropriate.

The Head of School is responsible for initiating and developing an anti-bullying programme as part of the PSHE Programme. A key part of this is to develop the emotional literacy of all students by teaching them a wide vocabulary of words for emotions. The use of performance and debate will be used to develop confidence and self-esteem.

If students are better able to express their feelings, we believe they will be better able to resist attempts at bullying. We believe that being able to understand and express emotions increases communication and reduces conflict between pupils, making them less inclined to misinterpret others' actions, which can be a factor in bullying.

E-safety is taught as part of the PSHE programme, computing curriculum and in assemblies. This information includes being vigilant around social media and communicating our off-site expectations regarding acceptable use of technology by students and staff.

Supporting pupils

All staff who deal with pupils who have been bullied must always offer reassurance. Pupils who have been bullied will be given relevant support. It is recognised that support must also be given to the bully. Changing the attitude and behaviour of bullies will part of the positive procedures used by Poppyfield Primary Academy. However, we recognise that sanctions will also have to be used against the bullies.

All the students concerned should be fully involved in the discussions leading up to the solution and should not be left feeling isolated. Honest group discussions that involve both bullied and bully, with support from friends if wished, help the pupils to resolve the matter themselves with support and vigilance from the staff and is often the most effective way to reach a resolution. Parents will be kept fully informed. Helpful examples are set by staff and older pupils when creating an environment of good behaviour and respect.

Sanctions

Where pupils do not respond to preventative strategies to combat bullying, tougher action will be taken to deal with persistent or violent bullying.

Sanctions and other disciplinary measures will be applied to pupils who bully in order to show clearly that their behaviour is wrong. Disciplinary measures will be applied fairly, consistently, and reasonably and are determined by the nature of the bullying on a case-to-case basis.

Sanctions might include any of the following.

- Restorative justice activities.
- Removal from the group (in class).
- Withdrawal of break and lunchtime privileges.

- Withholding participation in any school trip or events that are not an essential part of the curriculum.
- Fixed-term and permanent exclusion from school. An exclusion would only be considered in a case of extreme and continuing bad behaviour, bullying, sexual harassment etc. Further details about exclusions can be found in the school's Exclusions Policy.

Involving parents

Parents, as well as all staff and pupils, should know that Poppyfield Primary Academy does not tolerate bullying, and takes a positive, active approach to educating pupils to combat it. Parents will be informed of the policy and procedures via the school website and information evenings.

Parents of pupils who are being bullied and parents of the bullies will be involved in the solution to the problem as appropriate.

Involving pupils

A major part of the strategy will consist of educating pupils how to communicate in a positive and clear manner, and how to respond to bullying. Pupils must be clear on whom they should go to if they are being bullied or if they are concerned for another pupil.

Support for staff

Bullying of staff, whether by pupils, parents or colleagues, is unacceptable.

Monitoring the effectiveness of the anti-bullying strategies

We shall monitor, evaluate and review the impact of our anti-bullying strategies and this Policy. The Executive Head Teacher and Head of School will consider reports of bullying to determine how effectively we prevented or dealt with any incidents and what can be learned from the incidents and how they were handled, with a view to improving the school's strategies. These reports will also enable patterns to be identified. The Head of School will report to the Academy Council termly.

Review

This Policy will be reviewed annually.

APPENDIX A: OTHER USEFUL REFERENCES AND SUPPORT ORGANISATIONS

The following organisations, listed in Preventing and tackling bullying Advice for headteachers, staff and governing bodies (July 2017), provide support for schools and parents dealing with specific types of bullying and the related issues including the social, mental or emotional effects caused by bullying.

- The Anti-Bullying Alliance (ABA): Founded in 2002 by NSPCC and National Children's Bureau, the Anti-Bullying Alliance (ABA) brings together over 100 organisations into one network to develop and share good practice across the whole range of bullying issues. The ABA has also put together a fact sheet outlining the range of support that is available to schools and young people from the anti-bullying sector which can be accessed here.
- The Diana Award: Anti-Bullying Ambassadors programme to empower young people to take responsibility for changing the attitudes and behaviour of their peers towards bullying. It will achieve this by identifying, training and supporting school anti-bullying ambassadors.
- Kidscape: Charity established to prevent bullying and promote child protection providing advice for young people, professionals and parents about different types of bullying and how to tackle it. They also offer specialist training and support for school staff, and assertiveness training for young people.

Cyberbullying and online safety

- ChildNet International: Specialist resources for young people to raise awareness of online safety and how to protect themselves. Website specifically includes new cyberbullying guidance and a practical PSHE toolkit for schools.
- Internet Matters: provides help to keep children safe in the digital world.
- Think U Know: resources provided by Child Exploitation and Online Protection (CEOP) for children and young people, parents, carers and teachers.
- The UK Council for Child Internet Safety (UKCCIS) has produced a range of resources for schools, colleges and parents about how to keep children safe online, this includes advice for schools and colleges on responding to incidents of 'sexting.'

LGBT

- Barnardos: through its LGBTQ Hub, offers guidance to young people, parents and teachers on how to support LGBT students and tackle LGBT prejudice based bullying.
- EACH: (Educational Action Challenging Homophobia): provides a national freephone action-line for targets of homophobic or transphobic bullying and training to schools on sexual orientation, gender identity matters and cyber homophobia.

SEND

- Mencap: represents people with learning disabilities, with specific advice and information for people who work with children and young people.
- Changing Faces: provides online resources and training to schools on bullying because of physical difference.
- Anti-bullying Alliance SEND programme of resources: provide advice to school staff and parents on issues related to SEND and bullying.

- Information, Advice and Support Service Network: every Local area has an information, advice and support service, providing information, advice and support to disabled children and young people, and those with SEN, and their parents.

Mental health

- MindEd: provides a free online training tool for adults that is also available to schools. It can be used to help school staff learn more about children and young people's mental health problems. It provides simple, clear guidance on mental health and includes information on identifying, understanding and supporting children who are bullied.
- PSHE Association: guidance and lesson plans on improving the teaching of mental health issues

Race, religion and nationality

- Anne Frank Trust: runs a schools' project to teach young people about Anne Frank and the Holocaust, the consequences of unchecked prejudice and discrimination, and cultural diversity.
- Educate Against Hate: provides teachers, parents and school leaders practical advice and information on protecting children from extremism and radicalisation.
- Show Racism the Red Card: provides resources and workshops for schools to educate young people, often using the high profile of football, about racism.
- Kick It Out: uses the appeal of football to educate young people about racism and provide education packs for schools.
- Tell MAMA: Measuring Anti-Muslim Attacks (MAMA) allows people from across England to report any form of Anti-Muslim abuse, MAMA can also refer victims for support through partner agencies.

Sexual harassment and sexual bullying

- Ending Violence Against Women and Girls (EVAW): A Guide for Schools. This guide from the End Violence Against Women Coalition sets out the different forms of abuse to support education staff to understand violence and abuse of girls, warning signs to look for, and how to get your whole school working towards preventing abuse.
- Disrespect No Body: a Home Office-led campaign which helps young people understand what a healthy relationship is. This website includes teaching materials to be used in the.
- Anti-bullying Alliance: advice for school staff and professionals about developing effective anti-bullying practice in relation to sexual bullying.