



ANTI-BULLYING **Joint Academy Policy**

Document Title	Anti-Bullying Policy
Approved by:	KPIA and KPJA Governing Body
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Bullying in any form will not be tolerated in our Academies

Introduction

Park Infant and Junior Academies are inclusive academies that caters for children according to their individual needs. At Park Infant and Junior Academies no bullying of any kind will be tolerated. This policy outlines the nature and management of bullying in our academies.

This policy must be read in conjunction with other related policies – Equality Information; Child protection and Safeguarding; Inclusion and Special Needs; Discipline and Behaviour; Whistleblowing.

The ownership and implementation of this policy is the responsibility of *all* the Park Infant and Junior Academy community.

Definition of Bullying

“Bullying is aggressive or insulting behaviour by an individual or group, often repeated over a period of time that intentionally hurts or harms”. OFSTED – 2003.

Bullying is when people are mean to someone, threaten, frighten or hurt them on purpose, usually more than once. It may be over a short or a long period of time. The person who is bullied cannot defend themselves.

Bullying may include:

- **Physical assaults or threats** – pushing, kicking, hitting, pinching, biting, taking possessions, forcing someone to do things they don't want to do, picking on someone because they are different and any form of violence
- **Indirect** - Writing abusive messages including by phone, text or social networking, spreading nasty stories, malicious gossip or ignoring or leaving someone out
- **Verbal** – name calling, sarcasm, spreading rumours, persistent teasing
- **Emotional** – tormenting, threatening ridicule, humiliation, exclusion from groups or activities
- **Racist** – racial taunts, graffiti, gestures
- **Sexual** – homophobic – unwanted physical contact, abusive comments
- **Cyber** – emails, inappropriate use of website, social networking, instant messaging, text messaging

Bullying may be related to:

- Race, religion, culture or beliefs
- Appearance
- Sexual orientation
- Special Educational Needs Disability
- Home and family circumstance
- Social Class
- Sexuality
- Race
- Disability
- Above and below average ability
- Gender
- Religion
- Physique
- Difference
- None of the above

At Park Infant and Junior Academies we actively seek to provide an environment where all members of the Park Infant and Junior Academies community feel happy and secure in order that all pupils achieve their full potential;

- For all the academy community to understand what is meant by 'bullying'.
- For every member of the academy community to be responsible for reporting and addressing bullying.
- To provide a secure environment where members of the community are encouraged not to 'suffer in silence.'
- To outline strategies for all members of the academy community to combat all forms of bullying.
- To provide clear procedures for reporting bullying and for them to be understood and followed by everyone.
- To protect every member of the Park Infant and Junior Academies community from bullying: pupils, parents and staff.

Statutory Requirements

Article 19 of the UN convention on the Rights of the Child says that the children have the right to be protected from all forms of physical or mental violence.

The academies owe a duty of care to protect pupils from bullying as part of their responsibility to provide a safe and secure environment for them. Section 3(5) and 87(1) of the Children Act 1989 confer powers and duties on those who have the care of children to safeguard and promote their welfare.

Section 175 of the Education Act 2002 requires LAs and governing bodies of academies to make arrangements to ensure that their functions are carried out with the view to safeguarding and promoting the welfare of children.

Academies must by law have a policy to prevent all forms of bullying among pupils. The Education Act 2011 helps teachers to maintain good discipline by enabling them to deal with situations swiftly. *Preventing and tackling bullying DfE July 2017*

Academies are under a legal duty to safeguard and promote the welfare of children. (**'Safeguarding'** covers more than the contribution made to child protection in relation to individual children. It also encompasses issues such as pupil health and safety and **bullying**). *Keeping children safe in education September 2018.*

Academies are required to report on "Hate incidents" and bullying at the end of each month.

Peer on Peer Abuse

Peer on peer abuse occurs when a young person is exploited, bullied and / or harmed by their peers who are the same or similar age; everyone directly involved in peer on peer abuse is under the age of 18. 'Peer-on-peer' abuse can relate to various forms of abuse (not just sexual abuse and exploitation), and crucially it does not capture the fact that the behaviour in question is harmful to the child perpetrator as well as the victim.

Where there has been a report of sexual violence, the DSL (or deputy) should make an immediate risk and needs assessment, considering:

- The victim, especially their protection and support
- The alleged perpetrator
- All children at the Academies (and adult students and staff, if appropriate), especially any actions that are appropriate to protect them

Where there has been a report of sexual harassment, the need for a risk assessment should be considered on a case-by-case basis.

Risk assessments should be recorded and kept under review.

The DSL (or deputy) should engage with the children's social care and specialist support services as required. Where there has been a report of sexual violence, it's likely that the professional risk assessments by social workers or sexual violence specialists will be required. The DSL (or deputy) should use these assessments to inform the academies approach and to update our own risk assessment.

Prevention and Early Intervention

The academies place a great emphasis on the rights of individual students to be able to study and learn effectively and for academy staff to work in a calm and safe environment who will act immediately to prevent and/or eliminate bullying wherever possible. The academies will seek to ensure that all incidents of bullying are eliminated.

Pupils will be reminded regularly that all forms of bullying are unacceptable and will not be tolerated, this will be through:

- Opportunities provided for open discussion without fear of ridicule or retribution
- Children knowing that all adults in the academy will listen and take their concerns seriously
- Circle Time and in KS2 Mindfulness pupils will increase their confidence and self-esteem and, improve interpersonal and social skills
- SEAL and the PSHE curriculum pupils will be introduced to bullying, relationships and other related issues
- Selected volunteers 'being a friend/buddy' to vulnerable children at playtimes
- Playground Buddies, pupils are never left alone in the playground and vulnerable pupils are more likely to be identified
- Assemblies and role-play pupils will be taught how to behave if they are bullied or if they are a bystander
- Regular training in good practice for all staff
- Key issues and concerns identified through discussion across the Academies and by the use of questionnaires
- All members of the community should be made aware of the signs that may indicate that a pupil is being bullied
- All members of staff will be vigilant in class, corridors, toilets and playgrounds
- All staff will be aware of times and hot spots where bullying is more likely to take place
- All staff will observe and be watchful of social relationships in class and the playground **Advice to Pupils**

During a bullying incident:

- Try to stay calm and look as confident as you can
- Be firm and clear and look the bully in the eye and tell them to stop
- Get away from the situation as quickly as possible
- Tell an adult straight away

After being bullied:

- Tell a teacher or other adult in the academy
- Tell your family
- Talk to a friend if you are scared to tell an adult on your own
- Use the class council and circle time
- Do not blame yourself – it is not your fault

When talking to an adult say clearly:

- What happened to you
- How often it has happened
- Who was involved
- Where it happened
- Who saw what happened
- What you have done already

The Academy will ensure that all academy staff are aware of what bullying is and are trained to detect the signs of bullying which may include:

- Unwillingness to come to the Academy
- Withdrawn or isolated behaviour
- Complaining about missing possessions
- Refusal to talk about the problem
- Easily distressed
- Damaged or incomplete work

Intervention Strategies

The agreed procedure will be applied consistently to deal with bullying:

- Staff should never ignore suspected bullying
- Staff should never make premature assumptions
- Parents of those who bully and of those who have been bullied, will be actively involved in dealing with the bullying, from the early stages

- Avoid labelling a child a bully or a victim. Rather, refer to 'the child being bullied' and 'the child who is bullying'
- Staff should listen to all accounts- several children saying the same thing doesn't necessarily mean that it is true
- Staff should establish that the reported incident is consistent with the Academies definition of bullying

At Park Infant and Junior Academies we believe that punishment does not change behaviour, sanctions alone will not prevent the bullying recurring and that blame will make it harder to find a resolution

Procedure

A problem-solving approach will be followed which encourages pupils to find solutions rather than simply justifying themselves

Concerns and complaints will be dealt with by the Head teacher or senior member of staff as soon as is practically possible. All incidents together with details of the academy's response and the pupil's views, will be recorded and kept on the pupil's data file in the SIMS system.

These records will be kept by the staff responsible for Child Protection.

Incidents will be followed up with-in two weeks to check that bullying has not re-started, and then again during the next half-term. Result of this monitoring and any emerging patterns will be shared with relevant staff.

Sanctions

In line with the academies Behaviour Policy the following sanctions may be used to deal with bullying:

- Removal from their class
- Withdrawal of playtime privileges
- Participation in academy events, that are not an essential part of the curriculum, may be withheld
- Partial exclusion (12.00pm -1.15pm)
- The Chair of Governors/Governing Body may be informed
- Fixed period exclusion

However, at Park Infant and Junior Academies we believe that sanctions alone will not prevent bullying and outside advice may be sought (e.g. Educational Psychologist).

Bullying which is Severe and Persistent

In cases of severe and persistent bullying the head teacher, in consultation with The Chair of Governors will normally consider permanent exclusion. The Education Act 2012 states that an "Exclusion Review Panel" will review decisions made by the Head teacher and Governing Body, but will not have the power to force a Academies to reinstate an excluded pupil.

Bullying off the Academies premises The following steps will be taken:

- Talk to police about problems in local streets
- Talk to the head teacher of another Academies whose pupils are bullying off the premises
- Talk to pupils about how to avoid or handle bullying

Working with parents

At Park Infant and Junior Academies we value parents support in developing and implementing this anti-bullying policy

Parents, carers and families are often the first to detect symptoms of bullying and are encouraged to contact the academy straight away if they are worried

Parents and carers should ask their child about the academy, progress and friends so that they are more likely to notice common signs

A copy of the Anti-bullying policy will be available to all parents.

Parents of a bullied child should:

- Talk to the child calmly about it and reassure the child that telling them about it was the right thing to do
- Make a note of what the child says
- Explain that the child should report any further incidents to a teacher or other member of staff straight away
- Make an appointment to see the child's teacher or the Head teacher as soon as possible

Parents of a child who is bullying others:

- Talk to the child and explain that bullying is wrong and makes others unhappy
- Show the child how to join in with others without bullying
- Make an appointment to see the child's teacher as soon as possible and explain the problem. Discuss how the Academies and the parents together can stop the bullying □
Talk to the child regularly about how things are going at the academy □ Give the child lots of praise and encouragement when they are being kind and considerate to others

Consultation with Stakeholders:

The Anti-Bullying Policy was discussed at academy council meetings and the children were asked what they thought you could do if someone was bullying you. These are the ideas they came up with:

- Tell a grown up
- Try to sort it out by talking to the person who is upsetting you -
Tell your friends
- Tell Academies council reps - Talk to playground pals.

We also talked about why it is important to share worries and not keep them to yourself.

The policy was emailed to all parents to ask for their views. No replies were received. The policy was shared with staff and their views noted.

Dissemination of the Policy

New pupils and staff will be made aware of this policy

The policy's content and effectiveness will be shared in class during Anti-Bullying Week and Wellbeing week.

Monitoring, Evaluation and Review

The Head teacher is responsible for checking the effectiveness of this policy.

Data from the records, monitoring and feedback from staff, pupils, parents and governors and relevant legislative adjustments will be used to review this policy every year.