



Chilton Academy

Anti-Bullying Policy

2018-20

This policy is based upon the 8 fundamental school values – Respect, Courage, Inspiration, Determination, Friendship, Excellence, Equality and Tolerance.

We are a Rights Respecting School; these values also underpin our policy.

To be read in conjunction with advice from DfE eg. 'Promoting fundamental British Values as part of SMSC in schools' (Published November 2014), 'Keeping Children Safe in Education Sept 2019', the LGBT national agenda and associated school policies including – Inclusion Policy, RRSA Policy, Young Carers Policy and Management of Behaviour Policy (A Positive Ethos).

INTRODUCTION

We are a Rights Respecting School and the following articles relate to this policy:

Article 14 – Children have the right to think and believe what they want, and to practise their religion, as long as they are not stopping other people from enjoying their rights.....

Article 19 - Governments should ensure that children are properly cared for, and protect them from violence, abuse and neglect by their parents, or anyone else who looks after them.

Article 28 – All children and young people have a right to primary education, which should be free. Discipline in schools should respect children’s human dignity Young people should be encouraged to reach the highest level of education they are capable of;

Article 29 – Education should develop each child’s personality to the full. It should encourage children to respect their parents, and their own and other cultures.

Article 30 - Children have a right to learn and use the language and customs of their families, whether these are shared by the majority of people in the country or not.

AIMS AND OBJECTIVES

Bullying is wrong and damages individual children. We therefore do all we can to prevent it by developing a school ethos in which bullying is regarded as unacceptable.

We aim, as a school, to produce a safe and secure environment where all can learn without anxiety. We also aim to work through a partnership of parents, staff and pupils, to raise awareness of the issues of bullying and to encourage within the school community a positive attitude towards relationships.

We include in the curriculum at all stages, topics and activities that promote positive behaviour inside and outside of school as well as e-safety.

We always aim to identify and deal with incidents of bullying consistently and effectively. These should include any bullying that takes place outside school hours or off the school premises if this bullying is linked to bullying that has taken place at the school.

What is bullying?

Bullying is a conscious and wilful repetitive act of aggression and/or manipulation by one or more people against another person or people. It is also an abuse of power by those carrying out the bullying, which is designed to cause harm. If bullying is allowed it harms the perpetrator, the target and the whole school community and its culture of safety and wellbeing in the school.

The nature of bullying:-

At Chilton Academy, bullying is considered to be:

- deliberately hurtful (including aggression)
- repeated often
- often difficult for individuals who are being bullied to defend themselves against

We recognise that bullying can take many forms:

- physical: hitting, kicking, taking belongings
- verbal: name calling, insulting, making offensive remarks
- indirect: spreading nasty stories about someone, exclusion from social groups, being made the subject of malicious rumours

- pupils may use the tool of cyber-bullying (e.g. text messages, e-mail or using social networking sites such as Instagram, Facebook and Tiktok)

People may bully others because of varying perceived differences:

- sexism, racism, religion or belief, academic ability, gender identity, homophobia, caring responsibilities, disability, perceived characteristic (e.g. hair colour or weight) or because of an associate (family member or friend)

We do not consider bullying to be:

- An isolated incident
- A falling out
- A “one off” disagreement

We see bullying as a shared problem. We aim to encourage ALL members of our school community to recognise bullying, acknowledge its unacceptability and report it.

IDENTIFYING AND RESPONDING TO BULLYING

We will:

- Work with staff and outside agencies to identify all forms of prejudice-driven bullying
- Actively provide systematic opportunities to develop pupils’ social and emotional skills, including their resilience
- Consider all opportunities for addressing bullying including through the curriculum, through assemblies, PSHCE activities, anti-bullying week, Rights Respecting activities, displays, peer support and through the Academy Ambassadors and other Pupil Voice student groups
- Train all staff including lunchtime staff to identify bullying and follow school policy and procedures on bullying
- Actively create ‘safe spaces’ for vulnerable children and young people

INVOLVEMENT OF PUPILS

We will:

- Regularly canvass children’s views on the extent and nature of bullying
- Ensure students know how to express worries and anxieties about bullying
- Ensure pupils are aware of the range of sanctions which may be applied against those engaging in bullying
- Involve pupils in anti-bullying campaigns in school
- Publicise the details of helplines and websites
- Offer support to pupils who have been bullied
- Work with pupils who display bullying behaviours in order to address the problems they have

LIAISON WITH PARENTS AND CARERS

We will:

- Ensure that parents/carers know whom to contact if they are worried about bullying
- Ensure parents know about our complaints procedure and how to use it effectively
- Ensure parents/carers know where to access independent advice about bullying
- Work with parents and the local community to address issues beyond the school gates that give rise to bullying

STRATEGIES for preventing bullying include:

1. All staff will make pupils aware of the problems that can be caused by bullying. This is to be achieved through:
 - Whole class discussion
 - Group discussions and
 - Talking to individuals
2. The theme of bullying is integrated into the curriculum time through the PSHCE curriculum and cyber bullying lessons as well as whole-school participation in National Anti-bullying Week each year (Anti-bullying Alliance).
3. Involve the whole school community and ensure that there is a consistent approach by all staff members.
4. Peer mediators (buddies and LEAP Leaders) are trained to help with minor playground issues in order to avoid small problems growing into larger ones.
5. All accessible areas of the school, such as cloakrooms, are supervised so as to minimise the possibility of bullying occurring.
6. Class and whole-school charters which promote positive behaviour and agree class expectations are established and owned by the children at the beginning of the school year. These are regularly referred to and reinforced throughout the year.
7. Allocation of specific roles and responsibilities, both at staff and pupil level in order that incidents may be detected, behaviour monitored and appropriate after-care delivered.
8. Cyber-bullying is discouraged as children should not access chat rooms, social media sites or the internet in school without an adult being present. Children are not allowed to be in possession of mobile phones during the school day.

STRATEGIES FOR DEALING WITH BULLYING – Keeping Children Safe

It should be remembered that the whole purpose of any action taken by staff against bullies is to enable all pupils to come to school and to enjoy a happy and secure environment. Parents, pupils and staff should be left in no doubt that bullying, in all its forms, will not be tolerated.

All staff watch out for early signs of distress, which may include deterioration of work, unexplained illness, isolation, the desire to remain with adults and erratic attendance. Staff understand that whilst these behaviours may be symptomatic of other problems, they may be early signs of bullying.

If bullying does occur

- Pupils are encouraged to find the help of an adult they trust and to stay where there are plenty of other pupils about and where an adult can see them.
- In the first instance, staff will deal with incidents of bullying in the classroom and then report instances of bullying to the Head Teacher who will take action where deemed necessary. This may include discussing with the whole staff or an individual teacher, establishing additional strategies to overcome the difficulties caused by bullying and discussing with those pupils involved within a peer group support approach.
- Record all incidents of bullying in order to identify and address persistent offenders.
 - Pupils who are bullying will be made aware that their actions are making other pupils unhappy in coming to school and that this goes against the school's aims and ethos.
 - Pupils who have bullied need to know that these actions are not tolerated and should find ways to make amends through negotiation and discussion with the staff of the school.
 - If bullying persists:
- The bully, or groups of bullies, will be withdrawn from the playground or classroom for a period of time and their parents will be informed of the action that has been taken.
- Their behaviour will be monitored for a period of time so as to enable the school and home to work together to overcome problems.
- Ultimately, an exclusion from school may be given if the bullying behaviour does not stop.

RESPONSIBILITIES

Pupils are expected to:

- 1) Talk to their class teacher and report all incidents of bullying, including any suspected incidents that the victim may be afraid to report.
- 2) Act in a respectful and supportive manner to other pupils, staff and visitors in school.
- 3) Refrain at all times from any behaviour, which would constitute bullying of fellow pupils.

Staff are expected to:

- Support all children in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.
- Promote the use of a range of teaching and learning styles and strategies, which challenge bullying behaviour.
- Take all forms of bullying seriously, and intervene to prevent incidents from taking place.
- Take the incident or report seriously, reassure the victim and investigate as quickly as possible. Listen to the bully and the victim. Talk to any onlookers.
- Report and record all incidents of bullying in order to identify and address persistent offenders.
- Foster, by example, the values we as a school believe in.
- Offer continuous support to restore self-esteem and confidence.
- Monitor the extent to which the above are being carried out.

Parents too can play a vital role by:

- Stressing to pupils the importance of sociable behaviour.
- Look out for unusual behaviour in your children for example suddenly not wishing to attend school, feel ill regularly, not complete work to their usual standard, etc.
- Take an active role in your child's education. Enquire how their day has gone, who they have spent their time with, etc.
- If you feel a child has bullied your child, or you have any misgivings concerning either victims or perpetrators of bullying, please do not approach that child on the playground or involve an older child to deal with the bully. Please inform school immediately.
- It is important that you advise your child not to fight back. It can make matters worse.
- Reinforce the school's policy concerning bullying and make sure your child is not afraid to ask for help.
- If you know your child is involved in bullying, please discuss the issues with them and inform school. The matter will be dealt with appropriately.

The Head Teacher will decide on what action to take: This will usually involve

- 1) Speaking to both victim and perpetrator
- 2) Speaking to parents
- 3) Sanctions
- 4) The incident will be officially recorded
- 5) The situation will be reviewed at a later date to see if the situation has been resolved.

Governors are expected to:

- Support the Head Teacher in all attempts to eliminate bullying from the school.
- Monitor the incidents of bullying that occur and review the effectiveness of the school policy regularly.
- Require the Head Teacher to keep accurate records of all incidents of bullying and to report to the governors about the effectiveness of school anti-bullying strategies.
- The governing body responds to any request from a parent to investigate incidents of bullying. In all cases, the governing body notifies the Head Teacher and asks her to conduct an investigation into the case and to report back to a representative of the governing body.

