



Anchorholme Academy Anti-Bullying Policy



Implementation Date: January 2021
Adopted by Governors/HT: Headteacher
Review period: 3 Yearly
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Next review due by: 30 November 2027
Person responsible for policy: Mrs C Powell &
Mrs J Barr

Beliefs and Values

At Anchorsholme Academy all pupils, staff and stakeholders have the right to feel happy, safe and included in the school community. Pupils, staff and stakeholders have the right to work in an environment without harassment, intimidation or fear. **All bullying, of any sort, is therefore unacceptable.**

Everyone who experiences bullying will be supported. As a school, we recognise the effects that bullying can have on an individual's feelings of worth and on pupils' school work, and the members of our school community will actively promote an anti-bullying environment. The rights of the victim are most important; however, we recognise that the perpetrators of bullying behaviour have a right to support in order to change their behaviour. If, however, after such support they continue to carry out the acts of bullying, then appropriate action will be taken including, if necessary, permanent exclusion.

What is bullying?

The Government defines bullying in the '**Safe to Learn**' document as:

'Behaviour by an individual or group usually repeated over time, that intentionally hurts another individual or group either physically or emotionally.'

This can be expanded for additional clarity to:

"Behaviour which is hurtful or deliberate; it is often persistent, sometimes continuing for weeks, months or even years and it is difficult for those being bullied to defend themselves. Underlying most bullying behaviour is an abuse of power and a desire to intimidate and dominate."

(Tackling Bullying in Your School, S. Sharp & P. K. Smith)

Bullying includes, but is not limited to, name-calling; taunting; mocking; making offensive comments; kicking; hitting; pushing; taking belongings; inappropriate text messaging and emailing; sending offensive or degrading images by phone or via the internet; producing offensive graffiti; gossiping; excluding people from groups; spreading hurtful and untruthful rumours. Although sometimes occurring between two individuals in isolation, we recognise that bullying quite often takes place in the presence of others.

The National Curriculum materials suggest the following characteristics define behaviour as bullying if:

-  It is deliberate
-  It happens over a period of time
-  There is an unequal balance of power

When these three components are present, the behaviour is then deemed as bullying behaviour. It is particularly the unequal balance of power that makes bullying behaviour stand out from other aggressive behaviour.

Some forms of bullying are attacks not only against the individual, but also against the group to which the person may belong. To protect these vulnerable and usually minority groups, the following types of bullying will be given particular attention:

-  bullying related to race, religion or culture
-  bullying related to SEN or disabilities
-  bullying related to appearance or health conditions

-  bullying related to sexual orientation
-  bullying of young carers, looked-after children or otherwise related to home circumstances
-  sexist or sexual bullying

What types of bullying are there?

-  Emotional (being unfriendly, excluding, tormenting, threatening behaviour)
-  Verbal (name calling, sarcasm, spreading rumours, teasing)
-  Physical (pushing, kicking, hitting, punching or any use of violence)
-  Extortion (demanding money/goods with threats)
-  Cyber (all areas of internet, email and internet chatroom misuse)

Mobile threats by text messaging and calls:

Misuse of associated technology i.e. camera and video facilities including those on mobile phones.

-  Racist (racial taunts, graffiti, gestures)
-  Sexual (unwanted physical contact, sexually abusive comments)
-  Homophobic (because of, or focusing on, the issue of sexuality)

Bullying can take place between pupils, between pupils and staff, or between staff; by individuals or groups; face-to-face, indirectly or using a range of cyber bullying methods.

What are the signs and symptoms of bullying?

A person may indicate by signs or behaviours that they are being bullied. Below is a list of possible signs of bullying. Whilst these signs may not always be an indication that bullying is taking place, they must be considered as a potential symptom of bullying. Everyone should be aware of these possible signs and should investigate if the person;

-  Is frightened of walking to or from school or changes route
-  Changes their usual routine
-  Is unwilling to go to school (school phobic)
-  Begins to truant
-  Becomes withdrawn, anxious or lacking in confidence
-  Becomes aggressive, abusive, disruptive or unreasonable
-  Starts stammering
-  Threatens or attempts suicide
-  Threatens or attempts self-harm
-  Threatens or attempts to run away
-  Cries themselves to sleep at night or has nightmares
-  Feels ill in the morning
-  Performance in school work begins to drop
-  Comes home with clothes torn, property damaged or 'missing'
-  Asks for money or starts stealing money
-  Has dinner or other monies continually 'lost'

-  Has unexplained cuts or bruises
-  Comes home 'starving'
-  Bullying others
-  Changes their eating habits
-  Is frightened to say what is wrong
-  Is afraid to use the internet or mobile phone
-  Is nervous or jumpy when a cyber-message is received
-  Gives improbable excuses for their behaviour

Creating an Anti-Bullying Climate in Our School

At Anchorsholme Academy we promote positive behaviour to create an environment in which pupils behave well, where pupils take responsibility for their behaviour, for each other's emotional and social wellbeing and include and support each other. This is called The Anchorsholme Way. We strongly promote a school community where everyone is safe, valued and respected by:

-  Raising awareness about bullying and our anti-bullying policy
-  Increasing understanding for victims and clearly identifying easily accessible avenues of support
-  Promoting our "Tell, Tell, Tell" approach to reporting bullying (see below)
-  Promoting an anti-bullying ethos where all bullying is challenged and resolved
-  Teaching our pupils how to manage their relationships with others positively
-  Providing access to this anti-bullying policy to all individuals in the school community

We will promote an anti-bullying climate by:

-  Signposting to easily accessible avenues of support, advice and guidance for all involved in any bullying incident e.g. Safeguarding Officer, Headteacher, Deputy Headteacher, Learning Mentors, the pastoral team and other members of staff.
-  Using school assemblies to reinforce our message that **bullying will not be tolerated**.
-  Making it clear in the information given to pupils and their parents when they join our school that bullying will not be tolerated.
-  Asking our School Council representatives to provide a forum in which concerns about bullying can be discussed and through which they can be raised with staff by including bullying as an agenda item at least termly.
-  Providing a child-friendly leaflet and a parent-friendly leaflet detailing our anti-bullying policy with information on what bullying is and what to do if they suspect someone is being bullied at school and identifying avenues of support (**see Appendix 1**).
-  Recording and storing incidents of bullying in a confidential **Anti-Bullying File** in the Headteacher's office.
-  Reviewing our anti-bullying policy with all stakeholders annually.
-  Providing appropriate anti-bullying training to all staff, as required.
-  Ensuring all staff, parents and pupils understand that they have a responsibility to challenge or report behaviour that they believe could be bullying behaviour.

OUR AIM IS TO CREATE A CLIMATE WHERE BULLYING IS NOT ACCEPTED BY ANYONE WITHIN THE SCHOOL COMMUNITY.
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We are committed to a preventative approach to solving the problem of bullying and we will:

-  Conduct periodic questionnaires (**during anti-bullying week**) and have regular forums with the school council to ask pupils where and when bullying occurs and we will supervise and try to eliminate unsafe areas which they report to us.
-  Provide information and training to help teaching and non-teaching staff, including midday supervisors, to spot the signs of bullying and how to respond.
-  Provide a 'worry box' for children to confidentially and (anonymously, if necessary) report any aspects/incidents of bullying.
-  Continue to raise awareness around bullying.

Responding to Incidents

All reports of bullying will be taken seriously and followed up.

What victims of bullying should do:

-  Our message to victims of bullying is to **TELL, TELL, TELL**
 - **Tell** the adult who is available when an incident happens, **Tell** the class teacher or other trusted adult, **Tell** the Headteacher or other senior leader in school. **Tell** all of them if you feel you need to.
-  Use the 'Worry Box' if you don't want to tell someone in person.
-  If you see bullying use the same TELL, TELL, TELL approach.
-  Once the reported incident has been dealt with, individuals should report any further incident of bullying immediately.

What school will do:

-  Support to the victim through a discussion reassuring them they were right to tell, stating what action will be taken to stop the bullying and how the action will be followed up.
-  Offer emotional and psychological support.
-  Ensure the victim is safe; appropriate arrangements will be made to try to safeguard this. These strategies will be discussed with the victim.
-  Take seriously all reports of bullying, the member of staff will make a judgement about the most appropriate person to deal with it based on the seriousness of the incident and the history of those involved.
-  A bullying report form will be completed and passed to the Headteacher who will follow up the incident, with support from the Pastoral team.
-  All reports of bullying (whether it is deemed bullying, or not, following investigation) will be recorded in the Bullying Log in the file in the Headteacher's office.
-  Written records of the investigation and action taken will be kept in the Anti-Bullying file kept in the Headteacher's office.
-  In cases of serious incidents or repeated bullying, parents/carers of both parties will be informed.

- 👑 Action taken against the perpetrators of bullying will vary depending on the type of bullying and could include the removal of the perpetrator from the yard for a period of time, internal isolation, removal of privileges, involvement of parents and, if necessary, exclusion from school for an appropriate period of time.

Recording

Victims, children who exhibit bullying behaviour and witnesses will be interviewed separately. Written accounts of events will also be written separately.

e.g. The Headteacher and Pastoral team will review the Bullying Report forms and log once per half term to look for patterns.

Resolutions

Once all necessary information has been gathered, a judgement will be made about the most appropriate strategies to use. Where possible, we will adopt a joint problem-solving approach and ask the individuals involved to help us find solutions to the problems. This will encourage them to take responsibility for their actions, build resilience and raise awareness of the emotional and social needs of others.

We will reinforce the message that bullying is not acceptable, that we expect it to stop and we will seek a commitment to this from the children who exhibit bullying behaviour. These children will be made aware that we will be checking to ensure that the bullying has stopped and the likely consequences should it not do so.

Parents of victims and perpetrators will be contacted and kept informed where appropriate.

Confidentiality

The School adopts an open and accepting attitude towards children as part of its responsibility for pastoral care. All staff hope that children and parents will feel free to talk about any concerns and will see school as a safe, confidential place when there are difficulties. Children's worries and fears will be taken seriously and children are encouraged to seek help from any member of staff. All staff understand the importance of confidentiality when dealing with sensitive and emotive issues.

Bullying Outside the School Premises

It is very difficult for school to deal with bullying that occurs off the school premises. If we are made aware of incidents we will, where appropriate, deal with them in accordance with this policy. We do take all bullying seriously, but we are also aware that our interventions may be limited when the incident takes place off-site. We will endeavour to support victims to the best of our ability. In the case of bullying by pupils from other schools, or by people who are not at school at all, we will work with other agencies to help them deal with the problem. This may include the Headteacher of another school and the police.

Support Agencies

-  **Anti-Bullying Alliance** - the alliance brings together over 60 organisations into one network with the aim of reducing bullying. Their website has a parent section with links to recommended organisations who can help with bullying issues: www.anti-bullyingalliance.org.uk
-  **Kidscape** - www.kidscape.org.uk, tel. 02077 303 300
-  **ChildLine** – advice and stories from children who have survived bullying, tel. 08000 1111
-  **Bullying online** - www.bullying.co.uk
-  **Parent Line Plus** - advice and links for parents - www.parentlineplus.org.uk, tel. 0808 8002 222
-  **Parents Against Bullying** – tel. 01928 576152

Useful Sources of Information

-  **Stonewall** - the gay equality organisation founded in 1989. Founding members include Sir Ian McKellen.
www.stonewall.org.uk.
-  **Cyberbullying.org** - one of the first websites set up in this area, for young people, providing advice around preventing and taking action against cyberbullying. A Canadian based site.
www.cyberbullying.org
-  **Chat Danger** - a website that informs about the potential dangers online (including bullying), and advice on how to stay safe while chatting.
www.chatdanger.com
-  **Think U Know** - the Child Exploitation and Online Protection Centre (CEOP), has produced a set of resources around internet safety for secondary schools.
www.thinkuknow.co.uk
-  **Know IT All for Parents** – a range of resources for primary and secondary schools by Child net International. This site has a sample family agreement.
www.childnet-int.org/kia/parents

Appendix 1a

Anchorsholme Academy School

Parents' Bullying Guidance

What is bullying?

Behaviour by a person or group usually repeated over time, that deliberately hurts another person or group either physically or emotionally.

Bullying includes:

name-calling; taunting; mocking; making offensive comments; kicking; hitting; pushing; taking belongings; inappropriate text messaging and emailing; sending offensive or degrading images by phone or via the internet; producing offensive graffiti; gossiping; excluding people from groups; spreading hurtful and untruthful rumours.

Please remember that if your child falls out with friends or other children this is not necessarily bullying. However, we will still help you to resolve any problems if we can.

What to do to help your child:

-  Make time regularly to talk to them about friendships so they are used to talking to you about these things.
-  Watch out for changes in their attitude to school, frequent stomach aches, unusual outbursts of anger or other unusual behaviours.
-  If they say they are unhappy because someone is being unkind or bullying them, listen carefully and make sure they know you will take it seriously.
-  Try not to suggest that they do things differently. They need to feel that it is the child doing the bullying who is wrong and who needs to change their behaviour.
-  Come into school and ask to speak to a member of staff; once school knows about the problem we can try to solve it.

What will the school do?

-  We will take it seriously and listen to yours and your child's worries and fears.
-  We will help to stop this happening to your child.
-  We will keep you informed of what we have done.

Appendix 1b

Anchorsholme Academy School Pupils' Bullying Guidance
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What is bullying?

Behaviour by a person or group usually repeated over time, that deliberately hurts another person or group either physically or emotionally.

Bullying includes:

name-calling; taunting; mocking; making offensive comments; kicking; hitting; pushing; taking belongings; inappropriate text messaging and emailing; sending offensive or degrading images by phone or via the internet; producing offensive graffiti; gossiping; excluding people from groups; spreading hurtful and untruthful rumours.

Please remember that if you fall out with your friend, this is not necessarily bullying. However, we will still help you to resolve any problems if we can.

If you think you are being bullied:

-  Tell someone you feel safe talking to.
-  Remember, it's ok to tell.
-  Remember, although you may be worried or have fears, we will help to make this better.
-  Remember our school policy is Tell, Tell, Tell. Tell the adult nearest to you when something happens, Tell your class teacher or Tell the Headteacher or Deputy Headteacher.
-  If ever you feel that the bullying is not being stopped, go and talk to the Headteacher.

Who could you tell?

-  Your class teacher
-  Mrs Carter or Mrs Foster
-  Mrs Spencer/ Mrs Gilderdale
-  Mrs Barr
-  Any teacher
-  Any teaching assistant
-  Any member of the office staff
-  Lunchtime staff
-  A friend
-  A parent
-  Another member of your family
-  Anyone else you feel safe talking to
-  ChildLine by calling 0800 11 11

What will the school do?

-  We will take it seriously and listen to your worries and fears.
-  We will help to stop this happening to you.