



Anti-Bullying Policy

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Introduction

At Eastfield Primary Academy we promote the safety and well-being of all members of the school community by fostering a culture of respect and responsibility towards each other in order for all to achieve their full potential. Therefore bullying, in any form, is unacceptable behaviour that is not tolerated at Eastfield; we respond to any concerns and take appropriate action. Our children should feel safe in school at any time.

Aims

At Eastfield Primary Academy we:

- ✓ Promote a secure and happy environment by caring for others and respecting their views.
- ✓ Develop an understanding of how relationships develop and can be managed.
- ✓ Lead by direct example. Staff model co-operative working and treat each other and the children with respect.
- ✓ Safeguard and promote the well-being of all children.

School Responsibilities

With regard to bullying the school has responsibilities as noted in

- Education Act 2002 - the school has a duty to safeguard and promote the wellbeing of pupils.
- Education and Inspections Act 2006.
- The Equality Act 2010

" – headteachers must determine measures on the behaviour and discipline that form the school's behaviour policy –"

"– encouraging good behaviour and respect for others on part of pupils and, in particular, preventing all forms of bullying among pupils".

" – empowers headteachers, to such extent as is reasonable, to regulate the behaviour of pupils when they are off school site –: empowers members of staff to impose disciplinary penalties for inappropriate behaviour".

Related School Policies

This policy is to be read in conjunction with the following policies:

- Behaviour Policy
- Equalities Policy & Objectives
- Child Protection and Safeguarding
- Online Safety Policy

Definition of Bullying

There is no legal definition of bullying. However, it's usually defined as behaviour that is:

- repeated
- intended to hurt someone either physically or emotionally
- often aimed at certain groups, for example because of race, religion, gender or sexual orientation
- **an imbalance of power in a relationship**

It takes many forms and can include:

- Physical
- Verbal
- Psychological

Types of Bullying

<u>Direct</u>	<u>Indirect</u>
<ul style="list-style-type: none">• Pushing/hitting• Verbal abuse	<ul style="list-style-type: none">• Spreading rumours• False friendship• Excluding• Coercion• Cyberbullying - via mobile phone or online

Who bullies and who can be bullied?

One person or a group may start to bully a victim. There are quite often others present.

These may:

- Help the bully by joining in.
- Help the bully by watching, laughing and shouting encouragement.
- Remain uninvolved.
- Help the victim directly by telling the bullies to stop or by fetching an adult.

Any child can be bullied and although there are no characteristics that excuse bullying, certain factors make it more likely:

- Appearance (size, clothes)
- Health
- Social class
- Family or Home circumstances e.g. **Looked After Child (LAC)**: young carers
- Race, religions and culture
- Disability, Special Educational or Behavioural Needs
- Homophobia/ Sexual orientation
- Sexist, Sexual and Transgender
- Lacking close friends in school
- Being shy
- Ability
- An over protective family environment

Responsibilities

Everyone involved in the life of Eastfield takes responsibility for promoting a common antibullying approach by being supportive of each other. The prime responsibility for all members of the school community is to report incidents of bullying and concerns that they may have, that someone is being bullied. This includes:

- Principal and all Staff
- Volunteers
- Children
- Parents

(See Appendix 1 for specific responsibilities.)

Prevention

Teachers and other school staff help to reinforce positive behaviours by modelling these in their everyday interactions with our children. In relation to learning, teachers have a key role:

- ✓ demonstrating resilience in the face of difficulties
- ✓ promoting health and wellbeing
- ✓ promoting and celebrating difference and similarity

Preventative strategies

- ✓ Anti-bullying awareness raising and key messages through the EAST Team, Staff Training, School website.
- ✓ Participation in 'Friendship Week' and special events.
- ✓ Behaviour Policy, classroom rules and rewards etc.
- ✓ Increasing children's understanding for victims and bullies using; Curriculum subjects (History, Geography, Power of Reading texts etc.), 'Friendship Week', Jigsaw (Say no to bullying), Domestic Violence and Relationship teaching and using techniques such as role-play, drama, 'Circle Time' and peer led intervention through the EAST Team.
- ✓ Providing Sports Leader training, peer mentors and organised activities at playtimes and lunchtimes.
- ✓ Supporting our vulnerable children through targeted and intensive pastoral support.
- ✓ Providing a positive physical environment.
- ✓ Restorative Practice.
- ✓ Celebrating 'difference'; people, cultures etc.
- ✓ Assemblies.

Intervention Procedures for responding to bullying

We follow the **Bullying Response Model** - the three step process:

Step 1 - Making sure everyone is safe:

- Ensure that no-one is in immediate danger.
- Assure children that immediate action will be taken.
- Follow all relevant policies.

Step 2 - Stopping the behaviour reoccurring:

- Use restorative approaches, sanctions and group work to develop empathy.
- Use group roles to identify those involved.

- Make clear the behavior needs to stop.
- Identify with the group the most effective way to stop the behavior reoccurring & the impact of their behavior, and set up agreements among the children involved.
- Parents are contacted if appropriate and appointments made.
- Parents are regularly informed regarding follow up to any incidents to ensure bullying has ceased.
- Record **all** actions; time, place, people involved, and what has happened, identified actions/ways forward are recorded in CPOMS (Child Protection Online Management System)

Step 3 - Whole School Learning:

- What has the incident taught us?
- Do we have any issues in school?
- Staff training?
- Refreshing policies?
- What needs to happen next? By when, and how?

Children who have been bullied will be supported by:

- ✓ Offering an immediate opportunity to discuss the experience with a member of staff of their choice.
- ✓ Offering continuous pastoral support.
- ✓ Restoring self-esteem and confidence.

Children who have bullied will be helped by:

- Discussing what has happened.
- Discovering why the child/children became involved.
- Establishing the wrong doing and the need to change.
- Mentoring to enable the behaviour to be modified.

Bullying off the school premises

We know that bullying sometimes happens on the way to or from school or at home. This may be by children who belong to Eastfield or children from another school, or people not at school at all. Whilst we are not directly responsible for any bullying occurring off the premises we will not ignore any reported incident. We will talk to other children, parents, other schools or the PCSO if we feel that the safety and well-being of our children is being compromised.

Monitor, review and evaluation

Eastfield will consult with children, parents/carers and staff to assess the effectiveness of this policy and practice on a regular basis. We will ensure that we are aware of "good practice" in other schools and we aware of the latest advice, guidance and information.

The policy is reviewed on a bi-annual basis or will be reviewed in the light of any statutory changes made by the DfE or as necessary in year.

This Policy was reviewed by the East Team, 28th February, 2019 and the following comments were made:

- *I am happy that I will feel safe in school.*
- *I like the policy because it gives you ideas how to sort out bullying*
- *I understand the policy and it makes me feel more safe in school and I'm sure it will make others feel safe.*
- *I feel very safe and grateful for the school bullying policy and agree with it all.*

- I feel happy and secure in Eastfield uniform. I feel safe due to this policy. I know how to identify bullying and can tell a teacher.
- I feel good to know that our school policy has everything it needs in it and I agree with everything that is in it.
- I feel safe in our school and happy the school will help if there was bullying.
- I understand that everyone looks out for everyone in school and that if someone was being bullied that there would be help.
- I feel safe because it's a school that helps each other and there are people watching over me.

Sign and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- Is frightened of walking to or from school
- Begs to be driven to school.
- Changes their usual routine.
- Is unwilling to go to school.
- Begins to truant.
- Becomes withdrawn anxious or lacking in confidence.
- Starts stammering.
- Attempts or threatens suicide or runs away.
- Cries themselves to sleep at night or has nightmares.
- Feels ill in the morning.
- Begins to do poorly in school work.
- Comes home with clothes torn or books damaged
- Has possession which are damaged or 'go missing'.
- Asks for money or starts stealing money (to pay bully).
- Has dinner or other monies continually 'lost'.
- Has unexplained cuts or bruises.
- Becomes aggressive, disruptive or unreasonable.
- Is bullying other children or siblings.
- Stops eating.
- Is frightened to say what is wrong.
- Gives improbable excuses for any of the above.
- Is afraid to use the internet or mobile phone.
- Is nervous or jumpy when a cyber message is received.

These signs and behaviours could indicate other problems, but bullying should be considered as a possibility and should be investigated.

Types of Bullying

- Emotional - being friendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical - pushing, kicking, hitting, punching or any use of violence
- Racist - racial taunts, graffiti, gestures
- Sexual - unwanted physical contact or sexually abusive comments
- Homophobic - because of, or focusing on the issue of sexuality
- Verbal - name-calling, sarcasm, spreading rumours, teasing
- Cyber - all areas of the internet and social media, such as email and internet chat room misuse, Facebook, Instagram, mobile threats by text messaging or calls, misuse associated technology, i.e. camera and video facilities (*given the ever-changing world of technology it should be noted that this list gives examples only and is not exhaustive*)
- Difficult for victims to defend themselves against.

Roles and Responsibilities.

Principal and SLT

The Principal is responsible for implementing the Anti-Bullying Policy and under the Education and Inspections Act 2006 for:

- 'Determining measures on the behaviour and discipline that form the schools behaviour policy...'
- 'encouraging good behaviour and respect for others on part of pupils and, in particular, preventing all forms of bullying among pupils.'

The Principal ensures that:

- ✓ Any bullying behaviour is addressed in the Eastfield's Behaviour Policy.
- ✓ Bullying is addressed as an issue in the curriculum.
- ✓ All staff receive training that addresses bullying behaviour.
- ✓ The Academy Improvement Committee is regularly provided with information regarding issues concerning behaviour management including bullying.
- ✓ A senior staff member is appointed to be responsible for the monitoring of the policy and anti-bullying strategies.

Staff

Staff have a vital role to play as they are at the forefront of behaviour management and supporting children's sense of personal safety and well-being in school. They have the closest knowledge of the children in their care and should build up a relationship involving mutual support, trust and respect.

All members of staff will:

- Provide children with a good role model.
- Provide children with a framework of behaviour including class rules which supports Eastfield's Behaviour Policy.
- Emphasise and behave in a respectful and caring manner to pupils and colleagues, to set a good example and help create a positive atmosphere.
- Always be aware and take action when there are concerns about bullying.
- Report and record all allegations of bullying following Eastfield's procedures.
- Ensure pupils, and where appropriate parents/carers, are given regular feedback on the action being taken.

Parents/Carers

We expect that parents/carers will understand and be engaged in everything that is being done to make sure their child enjoys and is safe at school; they will support us in helping us meet our aims. We want parents/carers to feel confident that everything is being done to make sure their child is happy and safe at Eastfield.

We expect parents/carers to:

- ✓ Be fully involved in any aspect of their child's behaviour.
- ✓ Contact Eastfield immediately they know or suspect that their child is being bullied, even if their child has asked for secrecy, and work in partnership with the us to bring an end to bullying.
- ✓ Contact us if they know or suspect that their child is bullying another child/children.
- ✓ Share with us any suspicions they have that bullying is taking place even when it does not directly involve their child.

When a parent/carer has concerns relating to bullying they should report them to the Class Teacher.

Children

Without the support of our children we will not be able to prevent bullying. That is why our children will be consulted and will participate in the development monitoring and review of anti-bullying policy and strategies. We want our children to feel confident that everything is being done to make Eastfield a safe and secure environment for them to achieve and learn.

We want our children to feel that they are supported in reporting incidents of bullying and reassured that action regarding bullying will take place.

We expect that children:

- ✓ Will support the Principal and staff in the implementation of the policy.
- ✓ Will not bully anyone or encourage and support bullying by others.
- ✓ Will tell an adult if they are being bullied, usually either a member of staff or parent.
- ✓ Will act to prevent and stop bullying, usually this is through telling an adult if they know or suspect that someone else is being bullied.

Children must recognise that being a 'bystander' is not acceptable and understand how their silence supports bullying and makes them in part responsible for what happens to the victim of bullying.