



ENFIELD ACADEMY OF NEW WALTHAM

ANTI- BULLYING POLICY

Last Review Feb 2018



Every child at Enfield Academy has the right to feel safe, secure and happy.

Definition

Bullying is a deliberate act which is done to cause distress, purely in order to give a feeling of power, importance or gratification to the bully.

It can range from name calling, teasing, threats and extortion, up to physical assault on people and / or their property.

It can be a single, unresolved frightening incident or a series of such incidents.



Aims

We want every one to know that:-

- no one should have to suffer racial, religious, sexist, homophobic... bullying (or discrimination of any kind)
- no one should have to suffer name calling
- no one should have to suffer physical violence
- no one should feel victimised in any way
- it is everyone's responsibility to aim to prevent incidents of bullying
- it is everyone's responsibility to deal with any occurrences quickly and effectively
- bullying can be brought to the attention of the staff either by the victim(s), their friend(s), their parents or other interested people
- bullying, either physical or verbal will not be tolerated
- on-line bullying is the most commonly-occurring form of bullying

Action against Bullying

Key Elements

- E-safety
- An ethos that encourages children to speak up -
If there is a problem, share it ! Be a hero! Stand up! Be a buddy, not a bully!
- Open discussion about what counts as bullying
- The belief by the whole school that bullying is a serious issue
- A readiness to treat incidents seriously, however trivial they may seem at first
- A willingness to take action, and to be seen to take action when bullying is reported
- A school and a classroom ethos which promotes respect for the individual and celebrates their uniqueness

Strategy for dealing with Bullying

Reports of bullying will be investigated promptly - inform Principal /Vice Principal.

The following action should be taken by staff :-

(The emphasis will always be a caring, listening approach.)

- Listen carefully to what the child has to say.
Ask neutral questions, listen and respond.
Questions to ask:- WHO, WHEN, WHERE, HOW?
It is important to establish a rational and clear picture of events.
- Identify the bully / bullies.
Obtain witnesses if possible.
Advise the Principal



- Discuss the incident/s with the bully / bullies.
- Confront them with the details and ask them to tell the truth about the incident
- Make it clear that bullying is not acceptable at Enfield. Stress the unacceptability of the behaviour - condemn the behaviour, not the person.
- Empower the victim to speak in front of the bully.

If they own up:-

- they will apologise to the person they have hurt
- a sanction will be given, depending on the perceived seriousness of the incident e.g. loss of favoured activities, loss of playtime, exclusion from school during lunchtime, exclusion from school.
- the incident will be recorded on the c-poms system.
- the parents of the children concerned will be informed and asked to support the school's policy.
- the situation will continue to be monitored at playtimes / lunchtimes.
- discussions will continue with the victim to ensure there is no repetition.
- TAMHS time will be delivered by the 'Learning Mentor', if required.

If they do not own up:-

- investigate further
- if it is clear they are covering up the truth, continue with the procedure. Children usually own up if presented with all the facts.
- Contact the parents of both the bully and the victim.

There may be occasions when parent and children do not accept that their behaviour is unacceptable. Home and school values do not always match and this can prove difficult but we must always emphasise that unacceptable behaviour is not tolerated at our school.

Role Models of Behaviour (transmitted through the hidden curriculum)

Role models :-

- show respect for every individual
- are aware of vulnerable children
- are seen to be fair
- have high expectations of pupils
- avoid reference to other members of the family (i.e. just like your brother / sister)
- never give pupils ammunition to use against each other

Teachers will be aware of the impact of the hidden curriculum and can help non- teaching colleagues and parents to recognise what these hidden messages are.



Anti-bullying themes will be woven into appropriate curriculum areas. The curriculum can be used to challenge attitudes about bullying / aggressive behaviour and increase an understanding of a victim's feelings.

Staff and Parents as Partners

Parents and staff want school to be a happy and enjoyable experience. Involving all staff and parents in anti-bullying strategies helps to ensure a consistent response.

A calm, patient and understanding approach is far more productive than one where accusations and recriminations fly.

Guidelines for Parents

Discuss this with your child. Please remember that children fall in and out of friendships regularly but if the problem exists for weeks rather than days come and see us.

- Ensure that access to the internet / other technologies at home is monitored and controlled (read our regular updates and use the links on our web-site)
- Watch for signs of distress - unwillingness to come to school, pattern of headaches/ tummy aches, damaged clothing.
- Take an active interest in your child's school life. Discuss friendships, playtimes, journeys to and from school.
- If there is a problem inform the school
- Talk calmly to your son or daughter. Tell him/her that they are not at fault and give reassurance that the right thing was to tell you.
- Advise him /her not to hesitate to tell an adult - a trusted member of staff
- With your child's teacher we will endeavour to devise strategies to support your child in school
- Should any bullying be repeated an adult must be told that it has happened again
- It may be helpful to keep a written record of any incident. Write down who they say is involved, how often and where it is happening.
- Encourage your child to make friends

How we teach about anti-bullying in school

- ✓ Bullying is discussed and techniques for dealing with it are taught in PSHE lessons throughout school with a strong message
- ✓ SEAL resources are used in lessons
- ✓ Assemblies are held regularly to reinforce the anti-bullying message
- ✓ Cyberbullying is highlighted through regular e-safety lessons and messages
- ✓ Events are held to celebrate differences e.g. multi-ethnic days



- ✓ National events are undertaken annually e.g. E-safety Week and Anti-Bullying Week
- ✓ TAHMS groups target children with specific needs
- ✓ TAMHs time is available for vulnerable children
- ✓ Consequential thinking is taught
- ✓ Strong messages of anti-bullying and speaking out are regularly repeated
- ✓ Children are taught to celebrate each other's differences and uniqueness

Last reviewed - February 2018

Next review - Spring Term 2019

Useful Resources

The following links provide useful information on all aspects of bullying for both parents / carers and children:

www.nationalbullyinghelpline.co.uk/

<https://www.bullying.co.uk/>

<https://www.anti-bullyingalliance.org.uk/>

<https://www.childline.org.uk/info-advice/bullying-abuse-safety/types-bullying>

<https://www.nhs.uk/Livewell/Bullying/Pages/Antibullyinghelp.aspx>

<https://www.stopbullying.gov/>