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Pine Green and Evergreen Anti-bullying Policy



1) Introduction

1.1 The Anti-bullying policy has been written in line with our legal duty under Section 89 of the Education and Inspections Act 2006, which requires us to have measures in place to prevent all forms of bullying amongst pupils and to promote good behaviour. This policy should be read in conjunction with the Behaviour Policy, Managing Allegations Against Other Pupils Policy and the Child Protection and Safeguarding Policy. This policy will be shared with staff, pupils, governors and parents and available in paper or electronic versions. Staff will sign to indicate that they have read and agree to act in accordance with this policy.

1.2 At Pine Green and Evergreen Academies we are committed to providing a safe and caring environment for all, we do not tolerate bullying of any kind. If bullying does occur, pupils should have confidence that incidents will be dealt with promptly and effectively. Staff need to be vigilant and use their knowledge of the individual pupils and the situation. This is particularly important given the diverse needs and disabilities of the pupils within school.

Our strong pastoral system ensures that adults develop a positive relationship with pupils in their class to identify changes in behaviour and/or circumstances. All staff have a duty to respond promptly and effectively.

1.3 All of the pupils at Pine Green Academy have special educational needs identified within their Education and Health Care Plan. All pupils at Evergreen Academy access specialist provision to support their engagement in education. Their main area of need lies within Social, Emotional and Mental Health which may manifest itself as challenging behaviour and difficulties in social interaction. Our approach to anti-bullying therefore needs to take into consideration the impact of inappropriate behaviours on our emotionally vulnerable pupils, whilst the recognising specific types of special needs on the behaviour of some children. While the school recognises this dilemma; it is also dedicated to combating both the rare cases of 'true bullying' that may occur and the possible, while unintentional, incidents that may make pupils feel threatened, unsafe or afraid. The school will act promptly and firmly to combat bullying and aspects of behaviours that may impact upon the emotional and well-being of all, whenever and wherever it occurs.

2) Aims

1.1 The aims of this policy are to:

- Ensure staff, pupils and parents understand the view that Pine Green Academy and Evergreen Academy take on bullying
- Ensure pupils are able to learn in a caring and safe environment, without fear of bullying

- Ensure an anti-bullying culture and a safe and secure learning environment exist for all pupils
- Prevent incidents of bullying where possible, through the curriculum delivery, relevant assemblies, caring and supportive relationships between staff and pupils and vigilance from staff
- Ensure staff are alert to the signs of bullying and act promptly and firmly in accordance with the school policy
- Make sure staff, pupils, and parents are aware of the appropriate action to take if they consider themselves to be being bullied or have witnessed or suspect another pupil is being bullied

3) Principles and Procedures

3.1 This policy takes full account of the school's legal obligations under the Education Inspections Act of 2006 to:

- promote the well-being of pupils in school
- develop a policy which encourages good behaviour and respect for others on the part of pupils and, in particular, preventing all forms of bullying amongst pupils
- establish procedures for dealing with complaints about bullying

This policy links to the:

- National Healthy Schools Programme theme of Emotional Health and Wellbeing safeguarding children's procedures
- Current DfE guidance Preventing and Tackling Bullying (July 2017)

3.2 Bullying has been defined in Government policy and accepted in law as:

Deliberate, hurtful behaviour repeated over a period of time and in circumstances where it is difficult for those being bullied to defend themselves.

Bullying can be:

- Emotional, including; being unfriendly, excluding and tormenting
- Physical, including; pushing, kicking, hitting, punching, any use of violence or threatening of violence

- Racist, including; racial taunts, graffiti and gestures
- Sexual, including; unwanted physical contact or sexually abusive comments
- Homophobic, because of, or focussing on, the issue of sexuality (including transgender)
- Verbal, including; name-calling, sarcasm, spreading rumours and teasing
- Cyberbullying (directly and indirectly via social media) includes; sending or posting harmful or upsetting texts, sexting, images or other messages, using the internet, mobile phones or other communicative technology. It can be an unresolved single frightening incident or a series of incidents.

3.3 At Pine Green Academy and Evergreen Academy we believe that:

- All pupils should be free to attend school without the fear of bullying
- Any form of bullying is unacceptable
- All incidents of bullying will be taken seriously and will be investigated, and procedures followed to ensure the safety of all pupils
- It is the responsibility of the whole school community to follow the principles and procedures as outlined in this policy

3.4 We will use various methods to help pupils to prevent bullying. As and when appropriate, these may include:

- Modelling and reinforcing good behaviour
- Using the curriculum and assemblies to promote an anti-bullying culture
- Teaching pupils what forms bullying can take, what to do and who to confide in if they consider they are being bullied. Pupils will be encouraged to seek support and to tell an adult if they are the victim of bullying (parent, teacher, teaching assistant, learning mentor, support staff)
- Maintaining and raising self-esteem and personal development - a range of rewards and sanctions as outlined in the school's Behaviour Policy will be applied to combat bullying.
- Using stories, pictures or videos about bullying
- Teaching pupils about e-safety

3.5 A pupil may indicate by signs or behaviour that they are being bullied. These signs and behaviours could indicate other problems and should be viewed in the context of

safeguarding training; bullying should be considered a possibility and should be investigated.

Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of being out in the playground
- does not want to go on the school transport
- is unwilling to go to school
- becomes withdrawn, anxious, over emotional or lacking in confidence
- attempts or threatens to self-harm or run away
- cries him/herself to sleep at night or has nightmares
- feels ill in the morning
- school work begins to deteriorate
- has possessions damaged or go missing
- has unexplained cuts or bruises
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- refuses to discuss what is wrong

3.6 If there is suspicion that a pupil is being bullied:

- This should be reported immediately to the Head of School
- Allegations of bullying will be investigated, and steps should be taken immediately to prevent it from happening again
- Incidents of bullying should be recorded on a behavioural incident form and reported to the behaviour lead
- Staff should be aware of the difference between bullying and behaviour that could be a means of communication
- In serious and/or recurrent cases the Head of School and/or Executive Principal and the parents of the pupils involved will be informed and asked to attend a meeting
- In serious recurrent cases, fixed term exclusions could be taken into consideration
- Pupils who have been the victim of bullying will have extra support in the form of: regular wellbeing checks with a preferred member of staff, reassurance and activities to build confidence and self-esteem

3.7 Parents are expected to speak to their children about kindness and appropriate behaviour, and to report any possible incidents of bullying to Mr Stu Williams (Head of Pine Green), Mr Dickon Taylor (Head of Evergreen) or Ms Charmaine Clarke-Putzgruber (Head of Pine Green Primary)

3.8 If a member of staff, student on placement or volunteer feels they or another member of staff is being bullied it is their responsibility to share their concerns with the Principal or the Chair of the Academy Council as part of the whistleblowing or grievance procedures. Allegations of bullying will be taken seriously, investigated and steps taken to ensure it does not happen again. In serious and/or recurrent cases the Principal will take appropriate action

3.9 If any individual at Pine Green Academy or Evergreen Academy is a victim of bullying they will be supported throughout the process by the Executive Headteacher and the Senior Leadership Team, ensuring that they are able to feel safe and confident. The emotional well-being of both the staff and pupils is paramount.



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