



**HIGHFIELD LITTLEPORT ACADEMY**  
*An Active Learning Trust School*



**HIGHFIELD ELY ACADEMY**  
*An Active Learning Trust School*

# HIGHFIELD ACADEMIES

## ANTI BULLYING POLICY

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| THIS POLICY WAS APPROVED:                       | AUTUMN 2019      |
| THIS POLICY WILL BE REVIEWED:                   | AUTUMN 2021      |
| MEMBER OF STAFF WITH RESPONSIBILITY FOR REVIEW: | SIMON BAINBRIDGE |

## **Inclusion Statement**

*We aim to provide a stimulating learning environment, across the whole curriculum that maximises individual potential and ensures pupils and adult learners of all abilities are well equipped to meet the challenges of education, work and life.*

## **Introduction**

Our aim is to keep our school the sort of place where children and adult learners feel secure and respected. Although we believe that incidents of bullying at Highfield Academies are low, we have a duty to be vigilant and ensure that all children and adults come into an environment that is warm, welcoming and safe. This policy aims to raise whole school awareness of bullying and to affirm a commitment to work with parents and carers to ensure any bullying incidents are dealt with openly and fairly.

## **What is bullying?**

***Bullying is physical or verbal aggression or intimidation, intended to cause distress and repeated over a period of time.***

Bullying may take the form of:

1. **Physical assault** – being pushed, hit, tripped, hair pulled etc.
2. **Threats / intimidation** – being told to do something ‘or else’ rude gestures etc.
3. **Extortion** – taking a persons, sweets, money or personal property
4. **Name calling** – including racial or sexual harassment
5. **Indirect bullying** – spreading nasty stories, excluding someone from the social group, talking behind a persons back.
6. **Cyber Bullying** – using social networking sites, e-mail and text messaging

Bullying makes the victim feel unhappy, it makes it difficult to concentrate and complete their work to the best of their ability. Some avoid school to avoid being bullied. Bullying that goes unchallenged leads to more bullying and power to the bullies. Every pupil and adult learner or staff member has a responsibility to deal with any bullying they see. Instances should not be left and bullies should either be confronted directly or a senior member of staff informed.

Parents / carers must be informed if their child or adult learner is observed either bullying or being the victim of bullying to give parents / carers confidence the matter is taken seriously by the school and is being addressed.

## **Home / school links**

Parents may be the first to notice signs a pupil or adult learner is being bullied, for example if they become withdrawn and start avoiding school. Any approach made by a parent / carer must be taken seriously and investigated within school.

## **Children in Care**

Children in Care (CIC) are particularly vulnerable to the effects of bullying. Many of our CIC have had significantly challenging backgrounds and will need any issues to be handled robustly, in good time and sensitively. If there are any reported incidents of bullying involving CIC this will need to be flagged to the Virtual School as well as

the child's Social Worker in addition to the carers and parents (if appropriate to the situation).

### **A whole school approach to tackling bullying**

**All** staff within Highfield Academies have a responsibility to ensure that incidents of bullying are kept to a minimum and are directly addressed.

- Raise awareness within PHSE and tutor group sessions. Relate to the school rules around the school.
- Providing an immediate response to any reported incidents. Gather information whilst it is fresh in the persons mind. Keep records of information gathered
- Keep parents / carers fully informed.
- Take all complaints seriously
- Make sure pupils/adult learners and staff know the allegations are taken seriously
- Take care to keep an open mind until proved otherwise.
- If incidents continue make sure the Leadership Team and parents/carers are informed and a meeting may be needed in school to discuss the implications.
- Remain calm and ensure the bullying behaviour is appropriately dealt with and the bully monitored.

This policy should be seen alongside the Positive Behaviour Policy and Equality Policies.