



## **Humberston Cloverfields Academy Anti-bullying Policy**

### **Information for Parents and Pupils**

We believe that our pupils all have the right to a supportive, caring and safe environment in which they can learn effectively, improve their life chances and help them maximise their potential, without the fear of being bullied.

#### **What is Bullying?**

As a school, we follow the guidance from the Anti-Bullying Alliance and define bullying as:

***“The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online.”***

#### **Bullying can be, but is not limited to:**

- Verbal – name-calling, insulting, making offensive remarks
- Social/non-verbal – exclusion, offensive gestures, unpleasant notes
- Emotional – personal comments, graffiti, making another feel isolated/unhappy
- Sexual – harassment which involves inappropriate touching, jokes, exposure and unwanted sexual advances
- Cyber – using technology (texts, emails and social media such as Instagram, Snap Chat, Facebook etc.) to commit any of the above actions; taking photos/filming an individual then posting the material without permission; coercing an individual to take/send compromising photos of themselves (sexting)
- Racial, homophobic, transphobic or due to gender, a disability, religion or linked to a particular situation
- Physical – hitting, kicking and other physical actions that intentionally hurt, taking another’s belongings

Cyber bullying is a growing problem in society. Modern technologies means bullying can, under certain conditions, be carried out with relative anonymity. Cyber bullying can be particularly damaging because of the capacity it has to humiliate, hurt and harm a person in front of a huge ‘audience’.

A dangerous feature of cyber bullying is that it can be done quickly and easily, creating emotional havoc for another while the bully is often unaware of the extent of the harm they are causing because cyber bullying seldom occurs face-to-face.

A “digital footprint” may be accessed many years after material is posted online and used by others, e.g. prospective employers and the media. Children are therefore regularly taught and encouraged to think carefully about anything they post online during Computing and PSHE lessons, as well throughout the curriculum at appropriate times.

Please see page 3 for more details about cyberbullying.

#### **How is bullying different to being unkind?**

It is normal for children to have fall-outs with their friends and be unkind to them as they learn to work and play with people who may have different opinions and outlooks. The significant difference between this normal interpersonal conflict and bullying is that the actions are not repetitive or intended to cause hurt to the other person or group.

#### **What could the symptoms of bullying be?:**

- Not wanting to go to school
- A change in emotions such as being more angry, tearful, depressed or having a lower self-esteem.
- Becoming secretive or withdrawn
- Anxiety-linked ailments such as headaches and stomach-aches.
- Bedwetting and sleeplessness, particularly in the young.
- Withdrawal and reluctance to ‘join in’
- Avoiding activities or clubs previously enjoyed
- Truancy, misbehaviour and aggressive behaviour
- Cuts, bruising, torn clothing and damaged property
- Requests for extra food or money
- A decline in academic performance

## **Any form of bullying is taken seriously at Humberston Cloverfields Academy**

### **Advice for pupils who feel they are being bullied**

#### **If you are being bullied, you are encouraged to do the RITE thing:**

**R = RECOGNISE** you have the right to feel safe and to learn in an environment free of bullying.

**I = INFORM** the bullies that you want them to stop. Do this in a polite but firm way.

**T = TELL** a responsible adult about the bullying.

**E = EVALUATE** the situation. If it does not improve, seek further help.

If you are being bullied, it is important that you talk to an adult who is in a position to help you. This may be a parent, guardian or adult relative, or a Teacher, Teaching Assistant, Lunchtime supervisor, or any other member of staff. You may also wish to tell a Learning Ambassador who can tell an adult on your behalf. Your teacher will support you to find a way to talk about what has happened.

You might be reluctant to report bullying because of looking like a 'tell-tale' or fearing you may look weak. You may also worry that the bullying will get worse if the bully finds out that you have told an adult. These concerns are understandable but must not prevent you from reporting bullying behaviour, as staff will support you.

#### **Advice for parents**

Sometimes, a child can be reluctant to tell their parents that they are being bullied. It might be helpful to use an intermediary such as an older sibling, grandparent or close friend in order to find out what has been happening.

A report of bullying by a child will always be taken seriously therefore, parents are encouraged to contact the School should they believe that their child is being bullied. Your child's class teacher should always be the first point of contact. We strongly advise parents and carers to leave the investigation up to the school and not contact the parents/carers of the suspected bully.

## **How are reports of bullying dealt with?**

All reports of bullying will be taken seriously and investigated fully. In the first instance, the class teacher will speak with the pupils involved at the earliest opportunity to get a comprehensive understanding of the situation. If the behaviour is deemed to be general 'falling out' rather than bullying, the class teacher will help the children to resolve the conflict and monitor the situation. If the behaviour continues, or is already deemed to be bullying according to the definition on page one, support will be provided to all parties to end the negative behaviour with immediate effect.

### **Possible actions to bullying include, but are not limited to:**

- The parents/carers of the child who made the complaint are made aware of the situation and what action has already/will be taken.
- Mediation between all pupils involved with the class teacher, and continued monitoring to ensure no further instances occur.
- Escalation to Mrs Holness (DSL), Jack Coll (Deputy DSL) and Mrs Atkin, who leads our Pastoral support.
- Counselling
- A meeting is held with the perpetrator and their parents/carers to discuss the bullying behaviour and to set actions going forward to resolve the situation.
- Removal of privileges from the perpetrator and separation during, or removal of, play times.
- Fixed-term exclusion
- Permanent exclusion
- Police involvement

### **How are reports of bullying recorded?**

All safeguarding and behaviour-related incidents are recorded in real-time on our electronic recording system called CPOMS. All members of staff must do this as part of their professional role to safeguard children. CPOMS creates a chronological log of all incidents, which are reviewed in real-time by Mrs Holness. As Pastoral Lead, Mrs Atkin will have access to, and act upon, many of these reports, as may Miss Kolberg, our Pastoral Support, who will work with children in small groups and on an individual basis. Mrs Chidwick may also be involved as part of her responsibility as SENDCo.

The CPOMS logs are also reviewed monthly by the Safeguarding team to enable trends in behaviours to be identified and monitored, with suitable and timely support put in place, as necessary.

## How does Cloverfields discourage bullying?

**We aim to prevent and deal with any bullying and promote an ethos where bullying is regarded as unacceptable by:**

- Creating a positive and open culture where reports of bullying are taken seriously
- Raising awareness through the promotion of values in assemblies and classroom practices
- Prevention through PSHE, and other curriculum areas
- Taking part in an annual Anti-Bullying Week and review of School Policy
- Holding friendship and social intervention groups
- Establishing Play Leader interactions
- Having a firm but fair discipline structure where children are involved in setting rules
- Using 'restorative practice' to enable pupils to resolve the conflict themselves, where appropriate
- Regularly undertaking staff training and development
- Involving pupils in the promotion of anti-bullying actions.
- Involving Learning Ambassadors in the creation and reviewing of our anti-bullying policy.
- Offering support to all community members who may be involved
- Developing and supporting home, school and community partnerships
- Analysing pupil and parent questionnaires

**The effectiveness of these strategies rests with ALL members of the School's community.**

**If needed, further help can be obtained from:**

NSPCC : 01472 803500

**Resources about bullying can be found at:**

[www.bullyingnoway.com.au](http://www.bullyingnoway.com.au)  
[www.anti-bullyalliance.org.uk](http://www.anti-bullyalliance.org.uk)  
[www.kidscape.org.uk](http://www.kidscape.org.uk)  
[www.cafamily.org.uk](http://www.cafamily.org.uk)  
[www.parentlineplus.org.uk](http://www.parentlineplus.org.uk)  
[www.childline.org.uk](http://www.childline.org.uk)  
[www.transformingconflict.org](http://www.transformingconflict.org)

Written by L.Holness, 5.11.21  
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## Bullying outside of school

### Bullying when travelling to/from school

All staff at Cloverfields are just as committed to ensuring the safety of our pupils when travelling to and from School as we are when they are directly in our care. For this reason, any form of bullying behaviour experienced and perpetrated by our pupils during the journeys to and from school will be taken just as seriously as those incidents that happen on our premises and will be investigated, responded to and recorded in the same way.

In the event that bullying is committed by pupils from other schools, we will contact the school(s), if known, to inform them of the incidents, what our pupil(s) have reported and support the pupils in our care to travel to school and from school as safely as we can.

### Cyberbullying

In the event that your child experiences cyberbullying caused by another Cloverfields pupil, please inform your child's class teacher. If possible, take screenshots of the cyberbullying or keep the evidence to enable the school to investigate and understand the issues in order to resolve them fully. It is advisable for the child to report the bullying and not to respond to the bullying, which could potentially worsen the situation.

### Policies to be read in conjunction with our Anti-Bullying policy:

- Safeguarding policy
- Behaviour policy
- Acceptable use of ICT policy
- e-Safety policy
- Staff-parent policy