

William de Yaxley C of E Academy



Anti-Bullying Policy

“May our love of God, of each other and of learning make this school a happy, safe place full of faith, hope and high expectations.”

At William de Yaxley Church of England Academy, we aim to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is a form of anti-social behaviour and it affects everyone. It is unacceptable and will not be tolerated in our school.

Statutory Duty of Schools

Head teachers have a legal duty under the School Standards Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils. Our anti-bullying policy is available in the head teacher's office, school office and the schools website. Each year we will have a weekly focus in line with National Anti-bullying week.

Our aims

- *for staff to be positive role models and encourage communication and respect*
- *encourage pupils' positive self-image*
- *minimise opportunities for bullying*
- *deliver a coordinated PSHE programme to help pupils develop their interpersonal skills and help pupils understand the issues around various types of bullying*
- *continue to use a playground buddy system*
- *use a swift, clear response to bullying incidences*
- *training and support for staff to deal with bullying incidences*

Definition of bullying

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time which is intended to cause pain or distress.

There are four main types of bullying

Physical – Any physical action which causes pain or discomfort to another person such as hitting, kicking or theft.

Verbal – Any words, verbal or written which cause distress to another; such as name causing or teasing.

Emotional – The act of deliberately excluding someone from social groups or the act of spreading rumours about a person

Cyber Bullying - The use of information and communication technologies such as e-mail, mobile phone, instant messages/online messages to deliberately support hostile behaviour to an individual or group.

Implementation

- If bullying is suspected or reported the incident will be dealt with immediately by the member of staff who has been approached.
- A clear account of the incident will be recorded on CPOMS/Bromcom (as a Negative Behaviour) and reported to the head teacher.
- The head teacher will then interview all concerned and will record the incident on CPOMS/Bromcom
- Class teachers will be informed and if bullying persists the class teacher will advise the appropriate adult within school.
- Parents/carers will be kept informed
- Punitive measure will be used as appropriate and in consultation with all involved parties
- Incidents of bullying will be reported to the governing body and the local authority

Support for pupils

Pupils who have reported bullying or who have been bullied will be supported by

- offering an immediate opportunity to discuss their experience with their teacher or a member of staff of their choice
- staff will offer reassurance and continued support
- restorative approach to maintain self-esteem and confidence

<u>Pupils who are found to be, or alleged to be bullies will be helped by:</u>

- discussing what happened
- discovering why the pupil became involved

- establishing the wrong doing and need to change
- informing the parents/carers to help change the attitude of the pupil

The following disciplinary steps can be taken

- official warning to cease offending
- withdrawal of privileges
- Focused monitoring and observations
- exclusion from certain areas of school premises
- appropriate length fixed term exclusion

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHE, British and Christian values led work, assemblies and teaching time as appropriate, in an attempt to eradicate such behaviour.

Monitoring, Evaluation and Review

The school and governors will review this policy on an annual basis and assess its implementation and effectiveness. This policy will be promoted and implemented throughout the school.

Approved by Governors on: 17/12/24

Chair of Governors _____

Review date: **January 2026**