

Anti-bullying Strategy

We must ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated.

There is no legal definition of bullying. However, The Parks Academy agree on the definition provided by the Government's own website, www.gov.uk.

Bullying is usually defined as behaviour that is:

Repeated

Intended to hurt someone either physically or emotionally

Often aimed at certain groups, for example because of race, religion, gender or sexual orientation

It can take many forms and can include

Physical assault

Teasing

Making threats

Name calling

Cyberbullying – bullying via mobile phone or online (for example email, social networks and instant messenger)

Bullying IS NOT

- Falling out with your friends
- Someone not wanting to play with you
- Someone hurting you accidentally during a game

It is important to understand that bullying is not odd occasion falling out with friends, name calling, arguments or when the occasional 'joke' is played on someone. Children and young people do sometimes fall out or say things because they are upset. When occasional problems like this kind arise it is not necessarily classed as bullying unless it is done repeatedly and on purpose

Cyberbullying

On-line bullying is a different form of bullying and can happen all times of the day, with a potentially bigger audience, and more accessories as people forward on content at a click. On-line bullying can be individual or group behaviour that includes hurtful texts, spreading rumours through social networking sites and assuming false identity to cause harm or mischief. Prevention is better than cure therefore; we embed good safe IT practice into all our teaching and learning. Please refer to the school's E-Safety policy.

Bullying outside the school environment

Schools have the power to discipline pupils for misbehaving outside the school premises “to such an extent as is reasonable”. This can relate to any bullying incidents occurring anywhere off the school premises, such as on school or public transport, outside the local shops, or elsewhere on the estate.

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Pupils must be encouraged to report bullying.

The following steps will be taken by the anti-bullying co-ordinator when investigating allegations of bullying:

- Listen. Talk. Discuss as fully as possible the circumstances with the complainant
- Identify all people involved. This will include the alleged perpetrators, witnesses, friends.
- Investigate fully and in a timely manner. This will mean interviewing all people identified at the discussion stage
- CCTV recordings may be reviewed in line with the CCTV Policy.
- Scan and transfer all evidence to CPOMS. Record fully the allegation, the processes and outcomes

- Continue to outcomes meeting, with parent/carer and complainant. Possible outcomes could be:
 - Use age appropriate sanction (refer to Behaviour policy)
 - Restorative Circle
 - Support Group Approach
- If there is a proven case of bullying, the appropriate bullying forms will be completed

Pupils who have been bullied will be supported by:

- offering an opportunity to discuss the experience with Mrs Tina Adamson
- offering continuous support
- restoring self-esteem and confidence through a bespoke intervention programme

Pupils who have bullied will be helped by:

- discussing what happened
- discovering why the pupil became involved
- establishing the wrong doing and need to change
- informing parents or guardians to help change the attitude of the pupil.

The following disciplinary steps may be taken:

- official warnings to cease offending
- detention
- exclusion from certain areas of academy at certain times for a period of time
- A period of seclusion at a partner academy
- fixed-term exclusion

- permanent exclusion.

Governing Body

The governing body is responsible for the Anti-Bullying Policy, and for ensuring that it is regularly monitored and reviewed. The governing body will:

- Support the Headteacher and the staff in the implementation of this policy.
- Be fully informed on matters concerning anti-bullying.
- Regularly monitor incident reports and actions taken to be aware of the effectiveness of this policy
- Appoint a member of the governing body to have a specific responsibility for bullying

Head teacher

The Head teacher is responsible for implementing the anti-bullying policy and will ensure that:

- bullying is addressed as an issue in the curriculum
- all staff receive training that addresses bullying behaviour
- the governing body is regularly provided with information regarding issues concerning behaviour management including bullying
- a senior staff member is appointed to be responsible for the monitoring of the policy and anti-bullying strategies.

Staff

Staff have a vital role to play as they are at the forefront of behaviour management and supporting children's sense of personal safety and well being in school.

All members of staff will:

- Provide children with a good role model
- Provide children with a framework of green behaviour including class rules which support the school policy
- Emphasise and behave in a respectful and caring manner to create a positive atmosphere
- Always be aware and take action when there are concerns about bullying
- Report all allegations of bullying following the school's policy

Parents/Carers

We expect that parents/carers will understand and be engaged and support the academy in everything that is being done to make sure their child enjoys and is safe at the school and that they will support us. The aim is for them to feel confident that everything is being done to make sure their child is happy and safe at school.

Pupils

We expect that pupils:

- **will** support the Headteacher and staff in the implementation of the policy
- will not be a bully, or encourage and support bullying by others
- will tell an adult if they are being bullied, usually either a member of staff or parent
- will act to prevent and stop bullying, usually this is through telling an adult if they know or suspect that someone else is being bullied

Pupils must recognise that being a "bystander" is not acceptable, and understand how their silence supports bullying and makes them in part responsible for what happens to the victim of bullying.

This policy should also be read in conjunction with the following other policies as stated:

- E-safety policy

- Health & Safety Policy, Risk Assessments
- Safer Recruitment Policy

- Complaints Policy

- Codes of Conduct
- Equality and Diversity Policy
- Staff Induction Policy
- Behaviour Policy

- Whistleblowing Policy
- Safeguarding Policy