



ST EDWARD'S CE ACADEMY CHEDDLETON [SEAC]

ANTI-BULLYING PROCEDURE

Mission Statement

At SEAC we are a family of people who care for and respect one another. Everyone is valued and encouraged to develop their gifts and talents fully; 'Together we love to learn and learn to love'.

Rational

Our aim is to provide a caring and safe environment for all our children so that they can learn and play in a relaxed and secure environment. Bullying of any kind is unacceptable and will not be tolerated in our academy. We take all incidents of bullying seriously.

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect and pupils who are bullying others need to learn different ways of behaving.

We acknowledge that bullying can happen from time to time, indeed, it would be unrealistic to claim that it does not. When bullying does occur, everyone should be able to tell and know that incidents will be dealt with promptly and effectively in accordance with our anti-bullying policy and in line with the Staffordshire Approach (<http://education.staffordshire.gov.uk/pupilsupport/wholeschoosupport.AAB>).

Aims and Objectives of this Procedure

The aim of this procedure is to try and prevent and deal with any behaviour deemed as bullying.

The implementation of this procedure will create an ethos where bullying is regarded as unacceptable so that a safe and secure environment is created for everyone to learn and work in.

All members of the school have a responsibility to recognise bullying when it occurs and take appropriate action in accordance with the academy procedures.

This will happen in the following ways:

- SEAC will meet the legal requirement for all schools to have an anti-bullying policy in place
- SEAC will work closely with other professional agencies to ensure that children stay safe as stated in The Children Act 1989, The SEN and Disability Act 2001,
- The Government Green Paper 'Every Child Matters' 2004 and The Children Act 2004
- All teaching and non-teaching staff will know what the academy procedures are on bullying and will consistently and swiftly follow them when bullying is reported
- All pupils will know what our procedures are and what they can do if bullying occurs
- Pupils and parents/guardians will be assured that they will be supported when bullying is reported.
- Whole school initiatives (staff training, celebration assemblies etc) and proactive teaching strategies (PHSE [Personal, Health & Social Education] lessons, (circle time etc) will be used throughout the school to reduce the opportunities for bullying to occur.
- A positive, caring ethos will be created within the academy environment where everyone can work, play and express themselves, free from the fear of being bullied,

What Is Bullying?

Bullying is any deliberate, hurtful, upsetting, frightening or threatening behaviour by an individual or a group towards other people.

It is repeated over a period of time and it is very difficult for the victims to defend themselves. Bullying is mean and results in worry, fear, pain and distress to the victim/s.

Bullying can be:

- Emotional; being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures), ridicule, humiliation
- Verbal; name-calling, sarcasm, spreading rumours, threats, teasing, making rude remarks, making fun of someone
- Physical; pushing, kicking, hitting, pinching, throwing stones, biting, spitting punching or any other forms of violence, taking or hiding someone's things
- Racist; racial taunts, graffiti, gestures, making fun of culture and religion
- It is bullying if it is done on repeated occasions and on purpose.
- Cyber Bullying
- Any unfavourable or negative comments, gestures or actions made to someone relating to their disability or special educational needs

It is important to understand that bullying is not the odd occasion of...

Bullying is not:

- falling out with friends, name calling, arguments or when the occasional trick or joke is played on someone.
- Children sometimes fall out or say things because they are upset.
- When occasional problems of this kind arise it is not classed as bullying
- It is an important part of children's development to learn how to deal with friendship the odd name calling or childish prank breakdowns
- We all have to learn how to deal with these situations and develop social skills to repair relationships.

Role of parents

Parents have an important part to play in our anti-bullying procedures.

We ask parents to:

- Look out for unusual behaviour in their child - for example,
- They may suddenly not wish to attend school
- Feel ill regularly, or not complete work to their usual standard
- Always take an active role in your child's education
- Enquire how their day has gone, who they have spent their time with etc.
- If you feel your child may be a victim of bullying behaviour, inform school immediately
- Your complaint will be taken seriously and appropriate action will follow.
- If a child has bullied your child, please do not approach that child on the play-ground or involve an older child to deal with the bully

Please inform SEAC immediately.

- It is important that you advise your child not to fight back, it can make matters worse
- Tell your child that it is not their fault that they are being bullied
- Reinforce the academy procedures concerning bullying and make sure your child is not afraid to ask for help
- If you know your child is involved in bullying, please discuss the issues with the child and inform us.
- The matter will be dealt with appropriately

Procedures for reporting and responding to bullying incidents

All staff will respond calmly and consistently to all allegations and incidents of bullying.

They will be taken seriously by all staff and dealt with impartially and promptly.

All those involved will have the opportunity to be heard.

Staff will protect and support all children involved whilst allegations and incidents are investigated and resolved.

The following step-by-step procedure will be used for reporting and responding to bullying allegations or incidents:

1. Report all bullying allegations and incidents to Senior teacher /staff.
2. Staff will make sure the victim(s) is and feels safe.
3. Appropriate advice will be given to help the victim(s).
4. The Senior Teacher will listen and speak to all children involved about the incident separately. Notes will be recorded throughout.
5. The problem will be identified and possible solutions suggested.
6. Staff will attempt to adopt a problem solving approach which will move children on from them having to justify their behaviour.
7. Appropriate action will be taken quickly to end the bullying behaviour or threats of bullying.
8. Staff will reinforce to the bully that their behaviour is unacceptable.
9. The bully (bullies) may be asked to genuinely apologise. Other consequences may take place and appropriate sanctions applied in line with the school's Behaviour policy
10. If possible, the pupils will be reconciled.
11. An attempt will be made, and support given, to help the bully (bullies) understand and change his/her/their behaviour.
12. After the incident has been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
13. Bullying incidents will be discussed regularly at staff meetings

The following sanctions may be used:

- Apologise to the victim(s) verbally or in writing.
- Loss of privileges
- Spend playtimes and lunchtimes with an adult away from other children.
- Parents will be invited in to school
- A behaviour plan, monitored frequently, to address issue(s)
- Be removed from class and work in isolation
- Be withdrawn from participation in school visit, clubs and events not essential to the curriculum

Strategies for the prevention and reduction of bullying

Whole school initiatives and proactive teaching strategies will be used throughout the school to develop a positive learning environment with the aim of reducing the opportunities for bullying to occur.

This will be achieved by good teaching, primarily via PSHE; but also by adopting the methods outlined in the Government's guidance 'DfE 2011 promoting fundamental British values as part of SMSC in schools - Departmental advice for maintained schools 1 November 2014

These include:

- SMSC (Social, Moral, Spiritual, Cultural) development
- Taking part in national anti-bullying week.
- Awareness raised through anti-bullying assemblies
- PHSE (Personal, Health & Social Education) scheme of work including SEAL materials Social, Emotional Attitudes to learning from the Foundation Stage to Year 4 used to support this policy
- Circle time on bullying issues
- Setting up Playground Pals as a support for children experiencing difficulties
- Introducing playground improvements and initiatives
- Using praise and rewards to reinforce good behaviour
- Encouraging the whole school community to model appropriate behaviour towards one another
- Anti-Bullying Charter (The Power of One)
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Cyber Bullying and E safety

Cyber Bullying and E safety

Principles

Becoming good digital citizens, being able to use technology safely and responsibly, looking after yourself and your peers, and participating in life on line, has to be a crucial part of modern education for all Students

Definition

Cyberbullying is bullying via electronic means. This could be via a smart phone, computer, laptop, tablet or online gaming platform. It can take place on a range of online or mobile services, such as text, email, social networking sites, video-hosting sites, messenger, photo sharing services, chat, webcams, visual learning environments and online games.

Procedures:

- Students learn e- safety education through the curriculum e.g. ICT lessons, assemblies.
- Real life examples are used when teaching so students can use these to spot when they or others are being bullied and what actions could be construed as bullying
- All students and staff know what cyber bullying is and its potential impact
- All students and parents/ carers are made aware via the website, newsletters, meetings and the curriculum that students have a responsibility in their use of ICT
- Clear procedures are outlined that describe our response to issues of cyberbullying, including how to report it and to whom
- The positive use of technology is promoted as the key to preventing its misuse: innovating and engaging use of technologies are be part of the curriculum and form an element of CPD
- Anti- bullying policies are evaluated regularly so that the impact of intervention strategies can be assessed: including reference to cyber bullying.
- Safeguarding policies and E-Safety/AUP reflect school response to cyber bullying
- Liaison occurs with outside agencies that promote safety in cyberbullying

Responses to cyber bullying

- Support the young person
- Reassure they have done the right thing to come forward
- Inform parents
- Work closely with young person to move ahead
- Advise on next steps -save evidence and don't retaliate
- Help students on how to improve on line safety e.g. how to block people/increase privacy settings
- Take steps to contain the incident
- Investigate the incident
- Work with the person displaying the bullying behaviour

- Be aware of legal framework of cyberbullying at all times

Monitoring and evaluation of the policy

To ensure this policy is effective, it will be regularly monitored and evaluated.

Following an annual review, suggestions for amendments will be presented to governors.

Sources of further information support and help

There is a vast amount of information and guidance available about bullying that can provide a wide range of support and help. The following list is just a small selection of the support available

<http://education.staffordshire.gov.uk/pupilsupport/wholeschoosupport.AAB>

Kidscape 020 7730 3300 (general enquiry number)

08451 205 204 (helpline for adults only)

www.kidscape.org.uk

Childline 0800 1111 (helpline for children)

www.childline.org.uk

Parentline Plus 0808 800 2222

www.parentlineplus.org.uk

Anti-bullying Alliance 0207 843 1901

www.anti-bullyingalliance.org

NSPCC Tel 0808 800 5000. www.nspcc.org.uk