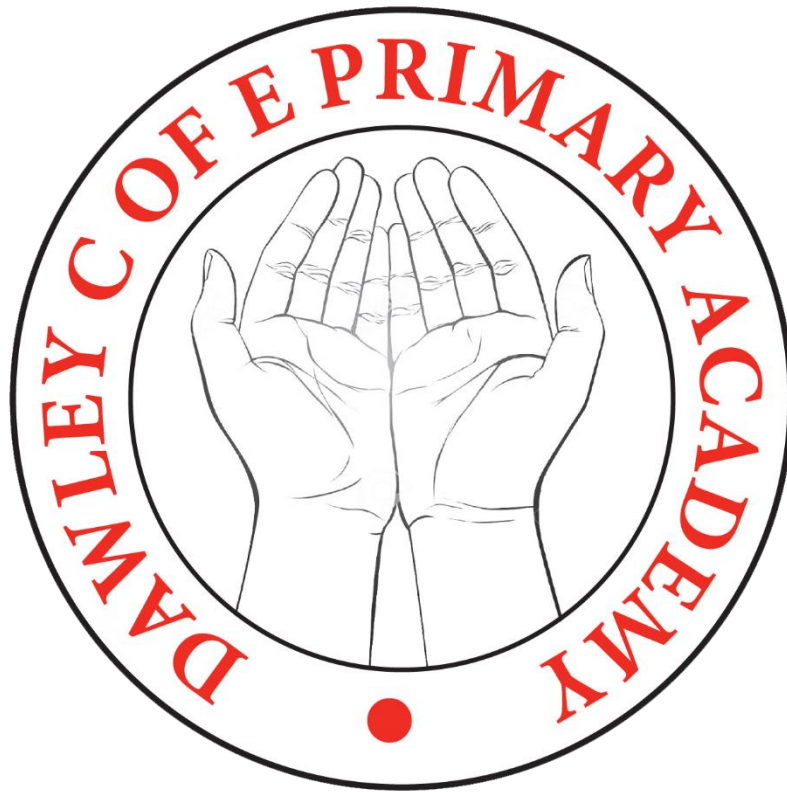


Dawley C of E Primary Academy



'Enriching Learning, Enriching Life'

John 10:10 '...I have come that they may have life, and have it to the full.'

Anti-Bullying Policy

Date: June 2017

Review Date: June 2018

Our Policy complies with: Human Rights Act 1998 and the Race Relations Amendment Act 2000. It should be read alongside our Positive Behaviour, Lunchtime and Racial Equality policies.

INTRODUCTION

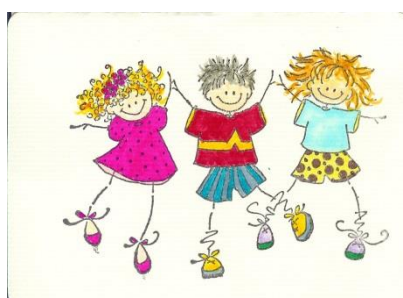
Bullying is wrong and damages children, affecting their feelings about school and their learning.

We will do all we can to make sure that bullying does not happen.

In our Academy, bullying is seen as bad behaviour, unacceptable and we will not put up with it.

We aim:

1. To ensure that all children learn in a secure, caring and safe environment. This means they know they can learn, they are not afraid of being bullied and can get help if they need it.
2. To ensure children are taught an anti-bullying programme to cover different types of bullying (racism, cyber bullying, physical, emotional, gender/sexuality)
3. To have a consistent Academy response to any instances of bullying so everyone is treated in a clear and fair way.
4. To make clear what everyone's responsibilities are so that everyone understands.
5. To make everyone who is part of our Academy aware that we are against bullying.



WHAT IS BULLYING?

Bullying is deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves.

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.
- Sexual unwanted physical contact or sexually abusive or sexist comments.
- Homophobic/Transphobic because of/or focusing on the issue of sexuality.
- Online/cyber setting up 'hate websites', sending offensive text messages, emails and abusing the victims via their mobile phones.
- Any unfavourable or negative comments gestures or actions made to someone relating to their disability or special educational needs.



Bullying is not:

It is important to understand that bullying is not the *odd occasion* of falling out with friends, name calling, arguments or when the occasional trick or joke is played on someone. It is bullying if it is done several times on purpose.

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

SIGNS WHICH SHOW THAT BULLYING MIGHT BE HAPPENING

- Children who are being bullied may show changes in the way they behave, such as becoming shy and nervous, pretending to be ill, taking days off, clinging to adults, not wanting to go out to play or sticking by the lunchtime supervisor all lunchtime.
- There may be changes in work patterns, lacking concentration and not listening in lessons or truanting from the Academy.
- We would like to think that at Dawley C of E Primary Academy, pupils are encouraged to report all cases of bullying in Academy.

WHAT THE ACADEMY WILL DO AGAINST BULLYING

Dawley's teaching and support staff will look out for signs of bullying and will act straight away and deal with it.

We will:

- Never ignore suspected bullying
- Never make assumptions
- Listen carefully to all accounts
- Work with children to solve the problem
- Follow-up to check bullying has not started again

THE FOLLOWING STEPS WILL BE TAKEN WHEN DEALING WITH INCIDENTS:

- If we think bullying is happening or it is reported, the incident will be dealt with immediately by the member of staff who has been told about it or has seen it.
- A clear account of the incident will be written in the year group Behaviour Incidents book and investigated by the class teacher.
- Incidents will be reported to a member of the Academy Development Team.
- The Vice Principal or the Principal will be told about it.
- Parents/Carers will be informed and kept informed.
- Sanctions will be used in line with the Academy's Positive Behaviour Policy.
- Advice and support may be sought from the Community Support Police Officer.



PUPILS WHO HAVE BEEN BULLIED WILL BE HELPED BY:

- Offering an opportunity straight away to discuss the experience with a class teacher or member of staff of their choice.
- Reassuring the pupil and making them feel better.
- Offering support by checking up that bullying hasn't started again.
- Making pupils feel better about themselves again.



PUPILS WHO HAVE BULLIED WILL BE HELPED BY:

- Discussing what happened
- Find out why the pupil became involved in bullying
- Make them see that what they have chosen to do is wrong, admit it and accept the sanction
- Telling parents or carers what has happened so that they can help to change the attitude of the pupil and put things right.

IF BULLYING HAPPENS, THE FOLLOWING STEPS CAN BE TAKEN:

- A warning from the class teacher, discussing which of Dawley C of E Primary Academy's rules have been broken.
- The bullying recorded in the Behaviour Incident File.
- Jobs, treats and your own time (such as playtime) may be taken away.
- The child will be spoken to by the teacher.
- The child will be sent to the Vice Principal or Principal and parents will be informed.
- The child will be given a positive behaviour reward system for a week by the class teacher to help them change their behaviour.
- Parents will be contacted a second time if the child continues to bully, with a home/school behaviour booklet that parents will be asked to sign.
- Governors may be asked to approve exclusions from the Academy as a last resort.
- May result in a CAF being opened to access further support.

The Academy will raise awareness about bullying in lessons in PSHE, class Circle Time, assemblies and subject areas, including Anti-Bullying Week during November.

MONITORING, EVALUATION AND REVIEW

The Academy Fellowship Council will review this policy every year with the Vice Principal to check it is working. We will make sure everyone knows about our policy. Questionnaires or surveys completed by the whole Academy community will be used to gauge the effectiveness of the policy.



BULLYING

Don't Suffer in Silence!

Information for pupils

If you are being bullied

- *Try to stay calm* and look as confident as you can
- *Be firm and clear*- look them in the eye and tell them to stop
- *Get away* from the situation as quickly as possible
- *Tell an adult* what has happened straight away

After you have been bullied

- *Tell a teacher or another adult* in your Academy
- *Tell your family*
- *If you are scared* to tell an adult by yourself, ask a friend to come with you or write it down and hand it to an adult
- *Keep speaking up* until someone listens and does something to stop the bullying
- Speak to a Buddy
- *Don't blame yourself* for what has happened

When you are talking to an adult about bullying, be clear about

- *What* has happened to you
- *How often* it has happened
- *Who* was involved
- *Who saw* what was happening
- *Where* it happened
- *What* you have done about it already
- *Are there any injuries*
- How you are feeling



If you find it difficult to talk to anyone at the Academy or at home ring **ChildLine**, Freephone 0800 1111 or write, Freepost 1111, London N1 OBR.

The phone call or letter is free. It is a confidential helpline.