



Saint Nathaniel's Academy



Anti-Bullying Policy 2022

Review date: January 2024

'With God all things are possible' Matthew 19:26



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Anti-Bullying Policy 2022

This policy was prepared with reference to DCSF guidance: Bullying: Don't Suffer in Silence (DCSF 0064/2000)

Introduction

Saint Nathaniel's Academy is committed to providing a caring, friendly and safe and secure environment for all of our children, so they can learn in a secure atmosphere without anxiety. We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the minimisation of bullying in our school. If bullying does occur, all pupils should be able to tell, and know that incidents will be dealt with promptly and effectively. All adult members of our school community should be vigilant in recognising that bullying is taking place, and deal with it thoroughly and with sensitivity. We record ALL reported incidents of bullying behaviour and are fully committed to investigating and supporting all children who may be the victims or perpetrators of bullying behaviour.

Aims and Objectives

Aims:

We aim to get it right for every child and recognise that bullying behaviour impacts on wellbeing. In order to thrive and achieve their full potential, children need learning environments which are safe, nurturing, respectful and free from fear, abuse and discrimination.

Through our practices, our aims are as follows:

- To enable everyone to feel safe, happy and respected at school (including during Remote Learning).
- To educate and help everyone to understand bullying behaviour and also what antibullying is, so we can help each other and aim to prevent bullying in school.
- To make it clear that all forms of bullying behaviour are totally unacceptable at our school and that no one ever deserves to be bullied.
- To encourage pupils to report any incidents of bullying behaviour.
- To record any incidents of bullying behaviour using CPOMS (Child Protection Online Management System).
- To deal with each incident of bullying behaviour as quickly and as effectively as possible, taking into consideration the needs of all parties and of our community, and, as a result, aim to reduce incidents of bullying.
- To ensure that neither pupil performance nor pupil attendance is affected by any incidents of bullying behaviour.
- To support and protect victims of bullying behaviour and ensure that they are listened to.
- To help and support children displaying bullying behaviour to change their attitudes and understand why it needs to change.
- To liaise with parents and other appropriate members of our community.

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Prevention

At Saint Nathaniel's Academy we consistently work with our pupils to ensure that they feel safe and happy within the school environment. However, we also explicitly use PSHE, Collective Worship and circle time to help prevent all forms of bullying.



Bullying - A Definition

Characterised by an imbalance of power, bullying is the use of aggressive behaviour - physical, verbal or isolating, with the intention of hurting another person. It can be short term or continuous over long periods of time but it is a repetition of bullying behaviour (see below).

Bullying- Examples of Bullying Behaviour

- 1 Emotional: Being unfriendly, excluding, tormenting, threatening gestures
- 2 Physical: Pushing, kicking, hitting, punching or any use of violence
- 3 Racist: Racial taunts, graffiti
- 4 Sexual: Unwanted physical sexual contact or sexually abusive comments
- 5 Homophobic: Because of, or focussing on the issue of sexuality
- 6 Verbal: Name-calling, sarcasm, spreading rumours, teasing
- 7 Cyber: All areas of internet, such as email, internet chat room misuse, mobile threats by text messaging & calls.
- 8 Misuse of associated technology: i.e. camera and video
9. Peer on Peer Abuse – including cyber bullying, sexual violence and harassment, physical abuse, sexting, upskirting which is now a criminal offence and initiation and hazing type violence and rituals.

Signs and Symptoms of a Bullied Child

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs, and that they should investigate if a child:

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- Is frightened of walking to or from school
- Begs to be driven to school
- Changes their usual routine
- Is unwilling to go to school (school phobic)
- Begins to truant
- Becomes withdrawn anxious, or lacking in confidence
- Starts stammering
- Attempts or threatens suicide or runs away
- Cries themselves to sleep at night or has nightmares
- Feels ill in the morning
- Standard of school work falls
- Clothes torn or books damaged
- Has possessions which are damaged or "go missing"
- Asks for money or starts stealing money (to pay bully)
- Has dinner or other monies continually "lost"
- Has unexplained cuts or bruises
- Comes home starving (money / lunch has been stolen)
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or siblings
- Stops eating
- Is frightened to say what's wrong
- Gives improbable excuses for any of the above
- Is afraid to use the internet or mobile phone
- Is nervous and jumpy when a cyber-message is received
- Lack of eye contact
- Becoming short tempered
- Change in attitude to people at home.

These signs and behaviours could indicate other problems, but bullying should be considered a possibility, and should be investigated.

Tackling and monitoring bullying incidents

Any incidents will be referred to a specific team of staff (Lucy Clarke, Tracey Robinson, Emma Johnson and Stephen Harvey). When a parent or pupil reports a case of bullying, the Inclusion Team will decide if it is bullying, a conflict, fight or falling out between pupils. All cases that fulfil the criteria for bullying are dealt with in a systematic way and all pupils involved will be spoken to individually. After this, all those pupils who were involved in the bullying (not the victim) meet together as a group where they agree on how they will change their behaviour.

Support for the victim is also identified during their meeting with the Inclusion Team. Follow up discussions with all pupils take place after an agreed amount of time to make sure that things are improving for the victim.

All adults at the school receive basic awareness training about bullying (i.e. during their induction to the school and through staff meetings) and will report any concerns to the Inclusion Team.

All incidents, discussions and actions are logged by the Teachers/Teaching Assistants/Trainee Teachers/Support and Site Staff who are involved. These are logged on the CPOMS system

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(Child Protection Online Management System).

Parents of all those involved in a bullying situation are notified by the relevant teacher. However, discussions are primarily held between adults at the school and the pupils. Again, any further actions or incidents, will continue to be logged on CPOMS.

The Role of Governors

The Local Governing Committee (LGC) supports the Principal and staff in all attempts to stamp out bullying behaviour from our school. This policy statement makes it very clear that the governing committee does not allow bullying behaviour to take place in our school, and that any incidents of bullying behaviour that do occur are taken very seriously and dealt with both quickly and appropriately.

The LGC monitors the incidents of bullying behaviour that occur, and reviews the effectiveness of the school policy regularly (including signing this policy). The governors require accurate records to be kept of all incidents of bullying behaviour and governors can request a report on the effectiveness of school anti-bullying strategies.

The governing committee responds within ten days to any request from a parent to investigate incidents of bullying behaviour. In all cases, the LGC notifies the Principal and asks him/her to conduct an investigation into the case and to report back to a representative of the governing body.

The Role of Pupils

Pupils are encouraged to tell anybody they trust if they are being bullied, and if the bullying continues, they must keep on letting people know. Staff regularly lead assemblies which remind the children of what to do in the event that they feel they are being bullied or need to report an incident of bullying in school. Pupils are invited to tell us their views about a range of school issues, including bullying, in the annual pupil questionnaire.

For children who are being bullied

- If you are being bullied tell someone, preferably a trusted adult
- Do not blame yourself – it is not your fault
- Make friends or stay with a crowd
- If worried, stay near a supervisor at playtime.
- Try not to show you are upset
- Stay calm – say “No” clearly and walk away to safety. If possible, tell an adult straight away

For children who see someone being bullied

- Try to be a friend to the person who is being bullied
- Ask if they feel they can talk to someone. If they won’t talk to someone and you are worried about them, go to a trusted adult.
- Never join in with a bully – physically, verbally or by isolating another child
- If you see anyone being bullied, tell an adult immediately

For children who are using bullying behaviour

- Recognise that your behaviour is seen as bullying – physically, verbally, online, or by isolating; this is wrong and can have a long lasting effect on others
- Even if you think that bullying is just a laugh, children who are bullied and those who care for them, feel very scared and/or upset

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- If you are angry and upset about something, talk about it with a trusted friend or adult, instead of taking it out on someone else
- A bully doesn't have many true friends
- Change bullying your behaviour straightaway and become a 'hero' not a 'baddie'
- Speak to an adult about your bullying behaviour

The Role of Parents

Parents have a responsibility to:

- Support the school's anti-bullying policy, actively encouraging their child to be a positive member of the school.
- Allow the school to resolve the problem with the bully/ies and their parents. All parents are strongly requested that they do not involve themselves in any investigation to bullying.
- Encourage their child to behave responsibly on entering and leaving the school site. The school strongly urges parents not to incite their child to defend themselves through the use of inappropriate language or behaviour.
- Contact their child's class teacher immediately if they are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying.
- Contact the Vice Principal / Principal if they are not satisfied that their concerns have not been dealt with appropriately. Parents will be asked to come in to a meeting to discuss the problem.
- Ensure that their child arrives and leaves the school site safely.
- Ensure that their child continues to attend school regularly and punctually.

The Role of the Teacher and Support Staff

All the staff in our school take all forms of bullying seriously (including Peer on Peer Abuse), and seek to prevent it from taking place.

- School vision and values: promotes a shared climate of trust and respect for all.
- Curriculum: Uses a range of methods to promote anti-bullying practice: drama, role-play, stories etc.
- Circle time: Used to praise, reward and celebrate the success of all children, and thus to help create a positive atmosphere.
- Peer support systems: Buddies encourage cooperative play and friendships / School Council monitor anti-bullying systems in school e.g. worry box, surveys
- Well-resourced play opportunities: All children have equal access to school equipment and play areas
- Staff vigilance: Staff to be aware of potential for bullying: careful regard to their own supervision, to follow school discipline code etc
- Staff training: All members of staff routinely attend training, which equips them to identify bullying and to follow school policy and procedures with regard to behaviour management.

Staff have the responsibility to:

- Investigate and where appropriate, report an act of bullying to the Vice Principal / Principal.
- Produce a written report of all incidents that occur in the in/around the school site; including where necessary completing a Peer on Peer Abuse risk assessment.



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- Where a member of staff has an incident reported to them, they will make the appropriate means to support the victim/s and challenge, sanction and support where necessary, the perpetrator/s.
- Where a child is being bullied over a period of time, and after consultation with the Vice Principal / Principal, the parents of all children will be contacted in order to find a resolution.
- In more extreme cases, e.g. where these initial discussions with parents have proved ineffective, the Vice Principal / Principal may contact external support agencies, e.g. Community Police, Youth Offending, Social Care

The Role of the Principal / Vice Principal

The role of the Principal / Vice Principal is to set the school climate of mutual support and praise for success, to making bullying less likely and to ensure that all pupils know that bullying behaviour is wrong, and that it is unacceptable in this school. When pupils feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

The Principal ensures that staff within the organisation are provided with information regarding this anti-bullying policy during their induction process and that it is refreshed at regular intervals. Open lines of communication between all staff and pupils should be encouraged. The Principal reports to the governing committee about the effectiveness of the anti-bullying policy on request and is responsible for ensuring that the school Positive Behaviour Policy is followed with regards to consequences that may be received for bullying behaviour.