



Shavington Academy Anti-Bullying Policy



Rationale

Shavington Academy firmly believes that every child has the right to learn in an inclusive learning community, free from fear and intimidation. We do not tolerate any form of bullying and this policy aims to ensure that this is fully understood and adhered to within our school.

Definition of Bullying

Bullying is the persistent, deliberate and malicious behaviour which causes a person to be upset or hurt. Bullying is repeated verbal, physical, social or psychological behaviour that is harmful and involves the misuse of power by an individual or group towards one or more persons. It is intentionally harmful. It causes feelings of distress, fear, loneliness and lack of confidence in those who are at the receiving end.

Types of bullying can include:

- a) Physical bullying
- b) Emotional bullying
- c) Verbal bullying
- d) Cyber bullying
- e) Sexual bullying
- f) Prejudice-related bullying including: homophobic, biphobic and transphobic g) Racial bullying

This policy provides guidelines and procedures to be followed in the event of proven bullying behaviour and suspected bullying behaviour. It also outlines the wider more strategic role in which the school is developing a culture aimed at preventing bullying behaviour. We acknowledge that bullying behaviour is a serious matter, and any incident will therefore be acted upon promptly and appropriately. However, we also recognise that what is perceived as bullying behaviour can involve a complex chain of events and interpretations of those events so that each particular case needs to be dealt with on an individual basis with due regard to context.

There are many individuals within our school community, so we need rules to allow everyone to work properly, safely and enjoyably, in order to fulfil their full potential.

Pupils are expected to behave well, to include not doing anything that is inconsiderate to others.

Teachers are in the position of loco parentis for pupils during the academy day. This means in particular that:

- There is no excuse for rudeness or disrespect towards any staff, visitors etc.
- Pupils should do what they are asked to do without argument.

Possible Signs and Symptoms of Bullying

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

- is frightened of walking to or from school
- doesn't want to go on the school / public bus
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn, anxious, or lacking in confidence
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- school work deteriorates
- has mental health problems (including depression)

Academy Values – in the classrooms and around school

- At the heart of our work and ethos is our values based learning community, focussed on developing well-rounded individuals through Self-regulation, Pride, Ambition, Respect, Kindness (SPARK) and (GRIT) Gratitude, Resilience, Integrity, Tolerance. These are throughout our curriculum provision and are also at the heart of our wrap-around pastoral care

Anti- Bullying Rules

- We do not tolerate physical abuse of others
- We do not tolerate threats being made against others
- We do not tolerate pupils interfering with others' belongings or school property
- We do not tolerate name-calling
- We do not tolerate larger/older pupils using their weight and strength against others
- We do not tolerate exclusion from groups
- We do not tolerate pupils making sounds/gestures, which would be hurtful to others
- We do not tolerate pupils making threatening text messages or any kind of internet bullying

What to do if you are bullied

- Do not hit back or ask someone else to hit for you. If you have a problem ask any member of staff to help you to sort this out
- Tell a member of staff. Especially if the other person says they will do worse things if you tell

- If the other person bullies you again, tell your teacher, form tutor or your parents/carers. Adults can stop bullies but only if you tell them about it

Staff

All Academy staff, both teaching and non-teaching, have a duty to report bullying, to be vigilant to the signs and to play an active role in the Academy's efforts to prevent bullying. If staff are aware of the bullying they should reassure the pupils involved and inform a relevant member of staff on the pastoral team immediately.

Procedure

If a teacher witnesses a bullying incident or has a bullying incident reported to them, they should investigate immediately by speaking to the parties involved. Pupils will be asked to write all information down on an investigation form. The teacher may choose to deal with the incident himself/herself or they may pass it on to the most appropriate member of the pastoral team.

Reporting an Incident

A pupil may report a bullying incident to any adult they trust and feel safe with. If a parent/carer wishes to make a complaint or raise a concern they should contact their child's Form Tutor/Deputy Pastoral Leader/Pastoral Leader.

Implementation, Monitoring and Evaluation

As part of the Academy's approach to countering bullying behaviour by pupils, other strategies adopted include:

- Opportunities to discuss this issue openly in subject classes and assemblies
- Implementation into the SPARK curriculum
- Full investigation and analysis of the number of complaints reported by pupils, parents or community members, by year group
- Feedback from Form Tutors and any counselling services

Outcomes

- Pastoral Leaders will determine the appropriate course of action
- Where possible, both victim and bully will be asked to reconcile the situation via mediation/conflict resolution
- The Pastoral Leader will record all incidents of bullying on CPOMS and will inform parents, with a view to resolution
- Pupils may be referred to counselling services provided by outside agencies
- Support to change the behaviour of the bully through school pastoral intervention programmes
- Sanctions may be applied. Internal seclusion/suspension will be considered

- After the incident has been investigated and dealt with, each case will be monitored by the Pastoral Leader

Proactive Measures to Prevent Bullying

- At Shavington Academy we accept that prevention is better than the cure and therefore strive to create a whole school ethos to reduce/eliminate bullying
- Proactively seeking to celebrate success to create a positive school culture
- SPARK lessons provide opportunities to explore bullying as a topic
- Teaching methods are employed to encourage co-operative work inside and outside the classroom
- Extra-curricular activities provide opportunities for encouraging better cooperation and understanding between children with lunchtime clubs, being offered across curriculum areas
- Assemblies are recognised as an important forum to raise awareness and restate expectations of behaviour and to promote 'Anti-Bullying Week' annually during the month of November
- E-Safety across the school and via Assemblies to include safe practice involving the use of on-line chat rooms /social networking sites and mobile phones
- Positive behaviour is encouraged and expected at all times. It is also recognised and fostered by our M4L (Mindset for Learning) system
- Residential and day trips are seen as an excellent way of developing positive relationships and mutual understanding
- Working with a Restorative Justice approach, including Mediation and Counselling schemes
- Regular pupil voice is gathered by the Leadership Team

Review

The effectiveness of this policy will be reviewed bi-annually and any recommendations for improvement will be made as required.

Signed: *J. Chapman*
(Chair of Governors)

Date: 14.10.2022

Review Date: Autumn 2023