



Anti-Bullying Policy

Implementation date- 2019

Review date- 2020

Anti-Bullying Policy

Rationale

At St Michael's Community Academy we seek inclusive practice for all members of our community. We see this as enabling all stakeholders to participate in and fully enjoy school life.

Our Academy believes that its pupils have the right to learn in a supportive, caring and safe environment without fear of being bullied.

The Academy will not tolerate bullying of any kind. It is everyone's responsibility to aim to prevent occurrences of bullying and to deal with any incidents quickly and effectively.

Objectives of this Policy

- All governors, teaching and support staff, children and parents/carers should have an understanding of what bullying is;
- All governors, and teaching and support staff should know what the school policy is on bullying and follow it when bullying is reported;
- All children and parents/cares should know what the school policy is on bullying and what they should do if bullying arises.

What is Bullying?

Bullying is defined as the deliberate desire to hurt, threaten or frighten someone. Bullying behaviour is usually conscious and wilful and continues over a period of time generally forming a pattern of behaviour (rather than an isolated incident).

When children are asked about bullying, they often describe unkind or hurtful behaviour rather than actual bullying. This kind of behaviour needs to be addressed and everyone concerned needs to know how to deal with it. It is imperative that we fully understand what bullying is before we identify all hurtful behaviour as bullying.

Bullying can be:

- **Emotional** - being unfriendly, excluding others, tormenting (e.g. hiding books, threatening gestures)
- **Physical** - pushing, kicking, hitting, punching or any use of violence
- **Racist** - racial taunts, graffiti, gestures
- **Sexual** - unwanted physical contact or sexually abusive comments
- **Homophobic** - because of, or focussing on the issue of sexuality
- **Verbal** - name-calling, sarcasm, spreading rumours, teasing
- **Cyber** - all areas of internet ,such as email & internet chat room misuse, mobile threats by text messaging & calls, misuse of technology
- **Mobile** threats by text messaging, misuse of technology such as camera and video facilities

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are found to be bullying other children need to learn different ways of behaving. This cannot be done by school alone, and the support of parents is essential in order to ensure that pupils learn correct behaviours and reflect on their actions when they fall below the standards that school expects.

Procedures

It is everyone's responsibility to report bullying incidents and to respond promptly and effectively to issues of bullying. Children are encouraged and made to feel as safe as possible so that they may speak up early. All children's and parent's concerns are investigated promptly and taken seriously.

The Academy takes the following actions:

- Report incident to a member of staff
- Member of staff (if not child's class teacher) to bring incident to the attention of the child's class teacher.
- Incident(s) will be investigated by the class teacher by speaking to the children (including the alleged bully/bullies) and other staff members involved. A record of the incident will be recorded on CPOMS. **In most cases, the class teacher will seek a resolution to the incident and issue appropriate sanctions in line with the school's Behaviour Management policy. Parents / carers will be informed. Further monitoring will take place to ensure that there is no continuation/repetition.**
- The class teacher will share the incident with the appropriate phase Assistant Principal who will support the class teacher and inform the Head of School where necessary.
- Where a child has needed treatment due to a deliberate injury inflicted by another child, or there are incidents of repeated bullying behaviour the Head of School must always be informed. Parents/ carers will be asked to come in to a meeting to discuss the incident(s).
- The Head of School and/or the Vice Principal(s) will ensure a strategy is put in place and monitor it with the class teacher (over a 4 week period initially). With this in place, the bullying behaviour and / or threats of further bullying should stop.
- Provision will be put in place to help the bully (bullies) change their behaviour.

Outcomes

- The bully (bullies) will be asked to genuinely apologise.
- If possible, the pupils will be reconciled.
- After the incident(s) have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
- The Academy will provide support for the victim during school hours if requested.
- The Academy will work with the bully (bullies) to change his/her/their behaviour.

Where bullying has been established as having taken place, there is a range of sanctions which may be implemented depending on the seriousness and time span of incidents (reference should also be made to the Behaviour Management policy):

- Discussion with parents
- Loss of Golden Time
- Play times forfeited
- Lunchtime play forfeited
- In serious cases, exclusion from school may be considered. This can only be authorised by the Head of School or, in her absence, the Senior Leader in charge of the Academy, to whom the authority will be delegated.

Prevention

Throughout the academic year, the Academy will:

- Discuss bullying and its effects within classes
- Discuss bullying and its effects in assemblies and other collective times
- Share with children, the Academy motto, **Courtesy, Consideration and Respect** and the Golden Rules and reinforce these day to day in a positive way
- Use Circle Time and SEAL lessons to explore children's feelings and raise awareness of different kinds of behaviour.
- Develop positive relationships with parents where possible to develop a shared approach to behaviour management
- Provide guidance and support for staff through the handbook and training

- Implement equal opportunities and anti-discrimination policies

The Academy will endeavour to treat all involved with fairness and integrity.