



“TOGETHER WE ARE STRONGER”

## Anti-Bullying Policy

Approved by the Chair of Governors

Signature \_\_\_\_\_

Date \_\_\_\_\_

This Policy will be reviewed October 2021

## **Anti-Bullying Policy**

All members of the Dorrington Academy Community are committed to challenging, managing and resolving all forms of bullying and harassment in school. It is the right of every pupil to work study and play without fear of bullying or harassment. These types of behaviour prevent pupils from progressing and achieving at school and will not be tolerated.

In order to minimise the occurrence of bullying and harassment issues it is essential that all staff are aware of and follow this policy, making effective use of school systems as described below.

As a proactive measure to counter bullying, a suitable Personal, Social and Health Education, Respect curriculum will be delivered to pupils, and in each year, issues connected to self-esteem, empowerment and bullying will be addressed.

### **Definition: What Is Bullying and Harassment?**

Bullying is not the same as an argument, fight or disagreement. Bullying is a repeated unprovoked action by one or more people that is intended to cause unhappiness or harm in a physical or emotional way to another individual or group. Being a systematic and ongoing event, bullying is carried out by the more powerful on the less powerful. It should be remembered that Bullying is a one-way, distressing and hurtful act towards a victim, not an exchange between equals or good-natured fun.

Harassment is a form of bullying where the intention of the distressing or hurtful act is to cause insult or injury for specific reasons connected to the victim's personal or group identity, e.g. race. Bullying and harassment may occur between pupils, between staff, from pupils to staff, or staff to pupils. In all cases it is hurtful, disruptive and damaging to the victim.

This policy deals mainly with pupil-to-pupil incidents of bullying and harassment. Where pupils allege Bullying or Harassment by staff the Head Teacher will investigate under the schools current complaints procedures.

### **Some Of The Forms Bullying And Harassment May Take:**

- Verbal harassment; name-calling, insults, jokes, taunts, offensive language, threatening or abusive telephone calls;
- Written harassment; insults, jokes, taunts, letters, writing notes, Graffiti on walls, books, desks, school bags;
- Unprovoked physical assault or the threat of it;
- Vandalism of property;

- Repeated, unfounded trivial complaints;
- The wearing and displaying of offensive badges and insignia or use of obscene gestures;
- Bringing books, comics, or leaflets into the school, which contain offensive material;
- Making comments, for example in classroom discussions, which offend;
- Refusal to cooperate or work with other pupils;
- Intrusion by pestering, spying, or following;
- The theft of, damaging of or obtaining by extortion of another persons possessions;
- Physical or mental torment by individuals. Sometimes with group support or by groups of pupils.

Some of the above issues will be more obvious than others in our primary based environment, but we must always be aware of all possible forms of bullying.

Some incidents have particular issues at their core, these may include: physical appearance, colour, race, nationality, faiths, cultures or political beliefs, ethnic origins, gender, sexuality, disability(ies), real or suspected infection with HIV or other, sensory impairments or learning difficulties, amongst other things. These incidents constitute harassment. School staff will not only need to deal with the behaviour in such incidents, but also challenge the underlying values/beliefs of the perpetrator(s).

### **Why Bullying May Occur**

- Children are not always aware that it is wrong.
- They may be copying others or being encouraged by them.
- They may not have learned appropriate ways of interacting with others.
- They may be having a difficult time of their own.
- They may like the feeling of power.
- They have been/are being bullied themselves.
- They have no sense of achievement in other areas.
- They may have a very poor self-image.
- They need recognition from others and so they follow the bullies to be "friends".

### **Emotional Effects of Bullying On the Victim**

- A feeling of not being liked.
- Believing they deserve it.
- Feelings of a loss of identity.
- A lack of confidence.
- Feelings of depression and helplessness.
- Anger and frustration.
- Irritability.
- Being frightened to play outside.
- Feeling useless.
- Refusal or reluctance to attend school.
- Feeling there is nothing they can do to prevent bullying occurring.

- In extreme cases, suicidal tendencies may result

### **The Responsibilities Of Dorrington Academy And Its Staff Are:**

- To ensure that the school complies with its responsibilities contained in the LA policy on bullying and harassment;
- To raise awareness of the issue of bullying in the school and ensure that the school policy on bullying and harassment is made known to all school staff, pupils, parents and governors;
- To ensure that the intentions laid out in this policy are known and consistently implemented by all adults working in the school;
- To ensure that all incidents of bullying and harassment are dealt with fairly and consistently by all staff, ensuring that all school staff have the opportunity to receive training and guidance on appropriate methods for dealing with incidents of bullying and harassment.
- To ensure that there is sufficient and suitable curriculum coverage of the issues around bullying and harassment, through PSHE and Citizenship.
- To ensure support for all pupils who are involved in incidents and their families, keeping parents or carers informed of the schools response. Such support can involve staff visiting carers at home, or bringing concerned adults into school to share and talk about fears and worries.
- To monitor incidents and be fully informed about the incidence of bullying and harassment in school, especially in the case of patterns of bullying or where parents or pupils have shared concerns.
- To inform governors on the general situation with regard to bullying and harassment and to inform them of serious incidents or the effectiveness of any measures being taken to combat them;
- To ensure an ethos in school where pupils feel safe and confident that if they tell an adult about an incident, it will be dealt with and not ignored;
- To keep parents/carers informed of incidents of bullying and how they have been dealt with;
- To consult with parents, governors, staff and pupils on the school policy and its effectiveness;
- To use display materials in class, houses and around the school to create an environment that reinforces an anti-bullying atmosphere. It is good for the children to know that worries can be investigated and that the bullies know that there are consequences for their behaviour.
- To plan whole school events (assemblies, performances, school visits) to regularly revisit the themes of celebrating diversity and respect for each other to support the intentions of the anti-bullying policy;
- Make clear the systems for playtime and other higher risk areas, which reduce the likelihood of issues between pupils such as the separate play areas for younger pupils and staff ensuring proactive supervision.
- To use the school council as a forum where pupils can discuss problems that they feel affect them, allowing them to share in discussion and decision-making about appropriate responses to bullying.

- Display school rules prominently in class and around the school;
- Staff to ensure that they complete incident sheets, in order to monitor, inform others and record issues of bullying.

**When It Is Reported Or Observed That Bullying Has Taken Place:**

**The following procedures will be followed by staff when they become aware of issues of bullying:-**

- All pupils and adults involved will be given the opportunity to give their version of events without interruption;
- Staff will establish if the incident is part of a pattern;
- Staff will encourage the bully to see the victims' point of view and make clear to the bully that the behaviour is not acceptable and is against school policy;
- Staff will record events on a Serious Incident Sheet in order to inform senior members of staff in writing;
- Staff should share information with other staff to make them aware of the issue;
- If appropriate, sanctions\* for the bullies behaviour will be put in place and the reasons for any sanctions explained clearly;
- Staff should ensure that the victim and as appropriate their parents/carers are kept informed of actions taken.

**(\*) Where sanctions are applied, they may be any of the following, according to the incident:**

- In line with the Behaviour Policy Verbal warning
- Withdrawal from playground or other activity for a period of time
- Sent to Deputy Head, Head teacher or Senior member of staff who is on duty at the time.
- Verbal apology to victim/victim's parents/carers
- Written apology to victim/victim's parents/carers
- Loss of privileges
- Contacting/meeting with parents/carers.
- Fixed term exclusion (for repeated offences)
- Permanent exclusion (in very extreme cases)

**Responsibilities of Parents/Carers:**

**In addition to the responsibilities which school staff have, parents and carers are expected**

- To ask for information on the school's anti-bullying and behaviour policy and the approach used to respond to bullying incidents and harassment issues;
- To sign any appropriate home/school contract, and abide by that agreement;
- To work in partnership with the school on encouraging positive behaviour, valuing differences and promoting sensitivity to others;
- To be alert to and inform the school about significant behaviour changes and signs of distress in their children;
- To discuss regularly with their children any feelings and anxieties about school work, friendships and relationships;

- To inform staff of changes in individual pupil circumstances which may affect the ways in which pupils respond to school life;
- To alert staff to information reported by pupils on incidents or any concerns arising about other pupil's behaviour and attitudes.
- Parents/carers must not challenge perpetrators over any incidents of bullying and harassment themselves; they should always contact the Head teacher or other appropriate staff as soon as possible.

### **Responsibilities of Pupils:**

**To ensure that our bullying strategies succeed, we need the help and co-operation of our pupils. Through discussion, staffs needs to ensure that our pupils are aware of the following expectations of pupils: -**

- To not become involved in bullying incidents or be a bully.
- To be aware of the school's ways of dealing with incidents of bullying and the kinds of support available;
- To always tell a member of staff if they think bullying is taking place;
- To talk with their parents or carers about their worries;
- To support pupils who may be being bullied;
- To value pupil differences and treat others with respect;
- To be particularly alert in places around the school where there is less adult supervision such as in the playground, toilets, corridors and on the stairs;
- To work with other pupils in helping the school to deal with bullying effectively such as through circle time or School Council during PSHE and RESPECT work in school.
- To encourage teachers to discuss bullying issues in the classroom using, for example, stories, poetry, surveys and role-play activities;
- To contribute to class assemblies which may tackle this issue;
- To provide good role models to younger pupils and to support them, if bullying occurs;
- To display posters around the school about good behaviour and ways of working well together;
- To respond honestly to any pupil questionnaire about the way in which they feel bullying is dealt with in the school;
- To report honestly about any incidents of bullying they have seen when questioned.

**"When this problem is tackled schools not only become happier places for teachers as well as for pupils. But they also become places in which more successful learning can take place" (Galloway 1992)**

Remember Bullying is a whole school issue and affects us all. All members of the Dorrington Academy are committed to challenging, managing and resolving all forms of bullying and harassment in school. It is the right of every pupil to work study and play without fear of bullying or harassment. These types of behaviour prevent pupils from progressing and achieving at school and will not be tolerated.

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Ratified by the *Governing Body*

Signature \_\_\_\_\_

(*Chair of the Governors*)

Date: \_\_\_\_\_

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