



# All Saints National Academy

## **BULLYING POLICY**

### **Policy Review**

This policy will be reviewed in full by the AIB on an annual basis.

The policy was last reviewed and agreed by the AIB on 23/10/23

It is due for review on 23/10/24 (up to 12 months from the above date).

Signature .....

Date .....

Academy Representative

Signature .....

Date .....

Chair of AIB

## **1. POLICY INTRODUCTION**

*“All children are a gift from God. They are all special and should be allowed to develop and grow in a nurturing environment secure in the knowledge that they are cherished.”*

*We endeavour to help everyone achieve their potential. By listening to each other, thinking about what we do, checking our outcomes and always striving to improve we will ensure that everyone can be safe, happy and successful.*

At All Saints National Academy we endeavour to create a safe and stimulating environment where everyone knows that they are valued. A person has the right to be treated with respect and has the responsibility to treat others in the same way. Children are given the confidence and strategies to speak up and tell of any bullying experiences, knowing that positive action will be taken.

## **2. AIMS AND OBJECTIVES**

- To promote a secure and happy environment free from threat, harassment or any type of bullying behaviour.
- To create an academy ethos in which bullying is regarded as unacceptable.
- To produce a consistent academy response to any bullying incidents that may occur.
- To inform pupils and parents of the academy expectations and to foster a productive partnership which helps maintain a bullying-free environment.

### **What is bullying?**

Bullying is a conscious and wilful repetitive act of aggression and/or manipulation by one or more people against another person or people. It is also an abuse of power by those carrying out the bullying, which is designed to cause harm. If bullying is allowed it harms the perpetrator, the target and the whole academy community and its culture of safety and wellbeing in the academy.

### **The Nature of Bullying**

#### **Bullying is considered to be:**

- deliberately hurtful (including aggression)
- repeated often
- often difficult for individuals who are being bullied to defend themselves against

#### **Bullying can take many forms:**

- physical: hitting, kicking, taking belongings
- verbal: name calling, insulting, making offensive remarks
- indirect: spreading nasty stories about someone, exclusion from social groups, being made the subject of malicious rumours
- pupils may use the tool of cyber-bullying (e.g. text messages, e-mail or using social networking sites like Facebook or Ask FM)

#### **People may bully others because of varying perceived differences:**

- sexism, racism, religion or belief, academic ability, gender identity, homophobia, disability, perceived characteristic (e.g. hair colour or weight) or because of an associate (family member or friend)

## **Our Approach to Bullying**

We believe that if children are encouraged to be good citizens in an environment where they feel stimulated and excited by their learning, it will minimize the occurrence of bullying. We feel it is important to create an atmosphere where our children know that they will be listened to and where their problems and worries are taken seriously and responded to with sensitivity. Bullying is always unacceptable and will always be taken seriously. We are committed to creating a safe environment where children can learn and play, can talk about their worries, confident that an adult will listen and will offer help. Through a variety of planned activities across the curriculum such as circle time, role-play, class performances, safeguarding spotlight weeks and sharing assemblies, our children gain in self-confidence and develop strategies to speak up for themselves and express their own thoughts and opinions. Encouraging children to take responsibility by becoming a member of the school council, applying to be a member of the worship team or becoming a play leader promotes children's self-confidence. In having this approach, we believe this helps to reduce a code of secrecy where children feel too scared to speak up and tell of any bullying experiences. Our Personal, Social and Health Education (PSHE) and bespoke Be:come curriculum will ensure that each Year Group addresses issues related to bullying. This may take the form of an explicit approach or maybe implicit, in terms of looking at friendships and valuing each other, appreciating differences, to develop individual self-confidence. In addition to this, the issue of bullying in its many forms is the focus of circle time discussions.

## **Actions**

### **At All Saints, bullying will not be tolerated**

and we make this clear in the information we give to pupils and parents when they join our academy.

We will use collective worship to reinforce this message.

We will advertise our anti-bullying policy on the academy web-site.

Posters will inform pupils about ChildLine and other sources of confidential help available.

Our School Council will create an anti-bullying charter for each class to sign.

### **Academy Practice; Dealing with any incidents of bullying:**

Incidences of bullying brought to the attention of the class teacher are investigated as soon as possible. Information is gathered from pupils and any staff concerned. Any relevant observations are recorded in the teacher's records and the Head of School and/or Executive Principal is kept informed.

Pupils who see others being bullied should report this to any member of staff, a member of the school council, or to the Head of School/teacher.

Members of staff who receive reports that a pupil has been bullied should record on My Concern or speak to the Executive Principal, Head of School or member of the Leadership Team.

**Where bullying is of a racist nature, we will report this to the Local Education Authority using the Racist Incident Report Form.**

**All reports will be taken seriously and will be followed up by the Executive Principal or Head of School**

**At All Saints we will provide support to pupils who have reported that they have been bullied:**

- They will be reassured that they do not deserve to be bullied and this is not their fault.
- We will assure them that it was right to report the incident.
- We will encourage them to talk about how they feel.
- We will try to ascertain the extent of the problem.
- We will engage them in making choices about how the matter may be resolved.
- We will try to ensure that they feel safe.
- We will discuss strategies for being safe and staying safe.
- We will ask them to report immediately any further incidents to us.
- We will affirm that bullying can be stopped and that our school will persist with intervention until it does.

**Support for the pupil responsible for the bullying:**

- We will consider sanctions under our academy Behaviour Policy.
- We will advise pupils responsible for bullying that we will be checking to ensure that bullying stops.
- We will ensure that those involved know that we have done so far.
- When bullying occurs, we will contact the parents of the pupils involved at an early stage.

**We will keep records of incidents that we become aware of and how we responded to them.**

We will follow up after incidents to check that the bullying has not started again.

**Further Sanctions if Required:-**

If necessary, we will invoke the full range of sanctions that are detailed in the academy Behaviour Policy.

These include

- Removal from the group
- Withdrawal of break and lunchtime privileges
- Withholding participation in events that are not an essential part of the curriculum.
- Internal or External Exclusion

**OUR RESPONSIBILITIES**

***Everyone within All Saints National Academy is expected to:***

- Act in a respectful and supportive way towards one another, and
- Adhere to and to promote the objectives of this policy.
- Educate our pupils and parent community about Bullying and how we can tackle this together

Pupils are expected to

- Report all incidents of bullying,
- Report suspected incidents that victims may be afraid to report.
- Support each other and to seek help to ensure that everyone feels safe, and nobody feels excluded or afraid in our academy.

### **Parents can help by**

- Supporting our anti-bullying policy and procedures.
- Encouraging their children to be positive members of the academy community.
- Discussing with their child's teacher any concerns that their child may be experiencing bullying or involved in some other way.
- Helping to establish an anti-bullying culture outside of the academy

### **BULLYING OUTSIDE THE SCHOOL PREMISES**

Schools are not directly responsible for bullying that occurs off the premises but we know that bullying can occur outside the school gates and on journeys to and from school as well as online. The bullying may be done by pupils from our own academy, by pupils from other schools or by people who are not at school at all. Where a pupil or parent tells us of bullying off the academy premises we will:

- Talk to pupils about how to avoid or handle bullying outside of the academy.
- Talk to the Principal of another school whose pupils are bullying.

### **CONCERNS, COMPLAINTS ... AND COMPLIMENTS**

We recognise that there may be times when parents feel that we have not dealt well with an incident of bullying and we would ask that this be brought to the notice of the Head of School or Executive Principal. If the Head of School or Executive Principal cannot resolve these concerns informally, parents can raise their concerns more formally through the academy Complaints Procedure.

We would also be pleased to receive Compliments – feedback from parents when things have gone well.

### **We will evaluate our anti-bullying policy using the following measures:**

The numbers of incidents that are reported to staff over a given period.

From the comments received on My Concern plus PSHE lessons, concerns log sheets (safe, secure, successful)

Pupils' perceptions of bullying in our academy through structured discussions and pupils' questionnaires.

The number of complaints and, the compliments, that, we receive from parents.