



Astrea Academy Trust

Atlas Academy

Anti-Bullying Policy

Date	September 2024
Review Date	September 2025

Statement of Intent

We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed, happy and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a TELLING school. This means that anyone who knows that bullying is happening is expected to tell the staff.

What Is Bullying?

The Anti- Bullying Alliance defines bullying as:

the repetitive, intentional hurting of one person by another(s), where the relationship involves an imbalance of power (the person or people on the receiving end feel like they can't defend themselves). Bullying can be carried out physically, verbally, emotionally or through cyberspace.

Bullying includes any number of repetitive behaviours could include:

- Emotional - being unfriendly, spreading gossip, excluding or isolating from peer group, tormenting, coercion;
- Physical - pushing, kicking, hitting, punching or any use of violence;
- Racist or religious taunts, graffiti, gestures;
- Gender based with unwanted physical contact or sexually abusive comments;
- Homophobic, bi-phobic and transphobic bullying where emotional, verbal or physical bullying takes place due to sexuality or perceived sexuality;
- Bullying of children with special needs and disabilities;
- Verbal name-calling, sarcasm, spreading rumours, offensive comments;
- Cyber - all areas of internet, such as email and social networking; threats by text messaging and calls; misuse of associated technology, i.e. camera and video facilities.

Bullying is not –

- teasing between friends without intention to cause hurt;
- falling out between friends after a quarrel or disagreement;
- a one-off occasion of poor behaviour;
- activities that all parties have consented to.

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

Schools have a responsibility to respond promptly and effectively to issues of bullying.

Objectives of this Policy

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.

Bullying will not be tolerated.

Signs and Symptoms

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:

- is frightened of walking to or from school;
- changes their usual routine;
- is unwilling to go to school (school phobic) begins to truant;
- becomes withdrawn anxious, jumpy or lacking in confidence;
- starts stammering;
- attempts or threatens self-harm or runs away;
- cries themselves to sleep at night or has nightmares;
- bedwetting (if has been dry for a long period of time);
- regularly feels ill in the morning;
- begins to do poorly in school work;
- comes home with clothes torn or books damaged;
- has possessions which are damaged or " go missing";
- regularly "loses" money; asks for money or starts stealing money (to pay bully);
- has unexplained cuts or bruises;
- 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.

These signs and behaviours are not a complete list could indicate other problems other than bullying, but bullying should be considered a possibility and should be investigated

Procedures

1. Report bullying incidents to staff.

The school regularly reminds children of the “telling policy” through assemblies, circle times, SEAL sessions and work with the school council. The children are told to tell any school adult or carer about an issue so it can be dealt with straight away. We also have “telling boxes” in school (which are checked by senior teachers) where children write their concerns if they are worried about telling staff publicly in school.

2. In cases of bullying, the incidents will be recorded by staff in the case of “one-off” issues/ instances of poor behaviour this will be logged by staff on CPOMS as a behaviour incident.

However, in cases of bullying we record again on CPOMS as a bullying incident and link to the type of bullying, e.g. HBT, SEND, gender, racist etc. An alert of this will be sent to the Principal, Deputy Principal, class teacher and Pastoral staff. Where a parent reports bullying this is logged on CPOMS as a bullying incident reported by parent. In cases of racist incidents, these must be reported through the CPOMS system and logged as a racist incident and the school also reports to the LA as required.

If felt to be more than a one off behaviour incident a decision will be made by the Principal or Deputy Principals as to which member of staff will follow up the incident.

3. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.

At this point, the bullying conversation framework will be completed (Appendix 1). Following this, temporary measures being put in place to avoid further instances (e.g. allowing the victim to stay inside with a friend during breaks) until the matter has been fully dealt with.

4. In serious cases parents/ carers should be informed and will be asked to come in to a meeting to discuss the problem.
5. If necessary and appropriate, police or other agencies will be consulted
6. An attempt will be made to help the bully (bullies) change their behaviour

See Outcomes.

This will include speaking to the bully (bullies) and trying to resolve the issues, but will also involve sanctions as described in the behaviour policy. There may also be an identified need to do small group or class work to support the anti-bullying policy.

7. Support will be given to the victim

8. In cases where bullying has been found to have occurred the parents/carers of the bully and the victim will be informed of the situation and the school's response. This may be by telephone, face to face meeting or letter.

All follow up actions taken by staff and any meetings with parents will be logged as an action on CPOMS by the members of staff involved. Reports of Bullying that have happened out of school (off-site) There are occasions when incidences of bullying that occur out of school are reported to school staff. It is important that staff listen to children's concerns and support them to get help.

In these situations, it is often helpful to contact the child's parent/ carer and ensure they are aware of the issue and how they can put measures in place to protect their child. It may also be relevant to advise them to contact the community police or for the school to raise concerns with them. If the bully (bullies) are children in school, then we take all reasonable measures to discuss the issues with the children involved to resolve the situation.

Outcomes

- The bully (bullies) will be spoken to.
- The bully (bullies) may be asked to genuinely apologise. Other consequences may take place.
- In very serious cases, exclusion will be considered
- If possible, the pupils will be reconciled
- Pastoral support may be provided for either or both parties.
- After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Prevention

We will use various methods for helping children to prevent bullying. As and when appropriate, these may include:

- assemblies;
- supporting work from the school council;
- writing a set of school rules;
- signing a behaviour contract;
- writing stories or poems or drawing pictures about bullying;
- reading stories about bullying or having them read to a class or assembly;
- making up role-plays;
- having discussions about bullying and why it matters;
- surveys of pupils, parents and staff;
- playground leaders; circle times;
- e-safety awareness;
- We will also monitor and identify "hotspots" where instances of bullying are more likely to happen and take appropriate action to prevent situations arising.

Monitoring of the Policy

The policy will be reviewed on an annual basis and if a serious bullying incident has occurred, or there have been recurrent incidents of bullying, the school will consider whether there is anything that could have done differently and whether there is a need for a change to policy or practice.

Specialist support, help and guidance.

There are organisations that can provide advice, support and resources for dealing with specific forms of bullying. Some of these organisations are listed here. General advice for schools

Anti-bullying Alliance www.anti-bullyingalliance.org.uk

Advisory Centre for Education www.ace-ed.org.uk

NGA (National Governors' Association) www.nga.org.uk

NSPCC www.nspcc.org.uk

Support for children and young people

Childline www.childline.org.uk

Cybermentors www.cybermentors.org.uk

Kidscape www.kidscape.org.uk

Support for parents and carers

Advisory Centre for Education www.ace-ed.org.uk

Parentline Plus www.parentlineplus.org.uk

Cyberbullying

Childnet www.childnet-int.org

Thinkyouknow (CEOP) www.thinkyouknow.co.uk

StopTextbully www.stoptextbully.com

Cyberbullying.org www.cyberbullying.org

Sexual or gender-related bullying

Aim project www.aimproject.org.uk

NSPCC www.nspcc.org.uk

Women's Aid www.womensaid.org.uk

Bullying related to special educational needs and disabilities

Mencap www.mencap.org.uk

National Autistic Society www.autism.org.uk

Young Minds www.youngminds.org.uk

Every Disabled Child Matters www.edcm.org.uk

Bullying related to race and religion

Equality and Human Rights Commission www.ehrc.gov.uk

Save the Children www.savethechildren.org.uk

Race on the Agenda (ROTA) www.rota.org.uk

Homophobic, Bi-phobic and Transphobic bullying

Stonewall www.stonewall.org.uk

Schools Out www.schools-out.org.uk

Each www.eachaction.org.uk

Other specialist agencies

Combating Obesity www.combatingobesity.org.uk

Changing Faces www.changingfaces.org.uk

This policy is to be read in conjunction with:


Safeguarding Policy

Behaviour Policy

Online Safety Policy

Equalities Policy

APPENDIX 1

 ATLAS ACADEMY Astrea Academy Trust	Atlas Response to Bullying Conversation Frame <u>A conversation for staff and pupils</u>
Discussion with alleged 'victim' A description of the incident/concern	'
Does this meet our definition of bullying?	
Was it repeated?	
Was it intentional?	
Was there an imbalance of power?	
Do we agree whether this was or was not bullying?	
What would you like to happen next?	
Discussion with alleged perpetrator(s)	Explore: What happened. What was the reason for the actions? What was the impact on the 'victim'?
Agreed outcome/ sanction (share this with both perpetrator(s) and victim(s))	
Do parents need contacting? Y/N	
Restorative conversation with both parties	Outcome:

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