



"A small school with a huge heart."

Anti-Bullying Policy

Approved by

Steve Tilley (pp Chair)

Last reviewed

May 2021

Next review due

May 2023

Introduction

At Buildwas Academy, we are aware that pupils may be bullied in any school or setting, and recognise that preventing, raising awareness and consistently responding to any cases of bullying is a priority in ensuring the safety and well-being of our pupils.

We recognise our duty under The equality Act 2010 to:

- eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act
- advance equality of opportunity between people who share a protected characteristic and people who do not share it
- foster good relations between people who share a protected characteristic and people who do not share it

At Buildwas Academy, our commitment to safeguarding and promoting the welfare of our pupils is central to all we do and we expect all our staff and volunteers share this commitment. Under the Children's Act 1989, a bullying incident should be addressed as a child protection concern where there is 'reasonable cause to suspect that a pupil is suffering or is likely to suffer significant harm'. Where this is the case, we will follow the procedures set out within our [Policy for Child Protection and Safe Guarding](#).

This policy, Our Anti-bullying Policy, should be read in conjunction with our Behaviour policy and statement of behaviour Principles, our Policy for Child Protection and Safe Guarding and our Policy for Relationships and Sex Education.

Aims

At Buildwas Academy, we aspire to ensure that the happiness of the whole school community is our priority believing our commitment to providing a trusting, caring, friendly and safe environment for all of our pupils will enable them to build resilience and evolve into the best versions of themselves. We also aim to produce an inclusive environment for all pupils which openly discusses differences between people and celebrates diversity.

Bullying of any kind is unacceptable within the Academy. 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?

At Buildwas Academy, we teach and discuss what bullying is, as well as incidents we would not describe as bullying, with all pupils through assemblies and PSHE/RSE lessons. We agree that bullying is the act of intentionally hurting another person either physically or emotionally, by intimidating or demeaning others. Bullying can often be aimed at certain groups, for example because of race, religion, gender or sexual orientation. Bullying results in pain and distress to the victim. We are aware that bullying can be short-term or can continue over years.

Bullying can be, but is not limited to:

- **Emotional:** Derogatory name calling of an insulting and/or personal nature. Demanding money, material goods or favours by means of threat or force.
- **Physical:** Pushing, kicking, hitting, punching or any use of violence because of some perceived physical, economic, sexual, intellectual, cultural or racial difference.
- **Racist:** racial taunts, graffiti, gestures
- **Sexual:** Unwanted physical contact or sexually abusive comments
- **Homophobic:** because of, or focussing on the issue of sexuality. Homophobic, biphobic and transphobic (HBT) bullying is unacceptable
- **Verbal:** name-calling, sarcasm, spreading rumours, teasing, abuse and threats. Ridiculing an individual. Cyber: All areas of internet, such as email & internet chat room misuse. Mobile threats by text messaging & calls. Misuse of associated technology, i.e. camera & video facilities

NB – bullying takes place when this behaviour is persistent.

Bullying Prevention

Preventing and raising awareness of bullying is essential in keeping incidents in our school to a minimum. We reiterate the message that bullying is unacceptable through assemblies, as well as PSHE/RSE lessons. Pupils are given regular opportunities to discuss what bullying is, as well as incidents we would not describe as bullying, such as friends falling out, or one-off arguments. An annual 'Anti-bullying week' is held to further raise awareness. All parents and children are asked to sign our home-school agreement which commits to parental support with behaviour concerns and for all children to be helpful, friendly and polite to everyone in school; treating others the way they expect to be treated. All children are encouraged to speak up about bullying behaviours with all classes having either a worry box or monster that children can use.

E-safety is an important part of our curriculum with children taught how to keep

safe online as part of our RSE and computing curriculum. Safer Internet Day is recognised annually and provides further opportunity to reinforce messages about staying safe online and bullying.

Behaviour policy and statement of behaviour Principles

Our Behaviour Policy includes rewards and sanctions which are used consistently, alongside positive relationships, to prevent inappropriate behaviour, and promote positive behaviour.

Signs and Symptoms of Bullying

Staff should be vigilant in looking out for signs of bullying or other child protection issues including:

- Physical: unexplained bruises, scratches, cuts, missing belongings, damaged clothes, or schoolwork, loss of appetite, stomach aches, headaches, bedwetting.
- Emotional: losing interest in school, being withdrawn or secretive, unusual shows of temper, refusal to say why unhappy, high level of anxiety, mood swings, tearfulness for no reason, lack of confidence, headaches and stomach aches, signs of depression.
- Behavioural: asking to be taken to school, coming home for lunch, taking longer to get home, asking for more money, using different routes to school, 'losing' more items than usual, sudden changes in behaviour and mood, concentration difficulties, truancy.

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

Responses to Bullying

If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached

In any case of alleged bullying, either the Class Teacher, or the member of Senior Leadership Team dealing with the incident should first establish the facts, and build an accurate picture of events over time, through speaking to all children involved and any adult witnesses as well as parents and pupil witnesses if appropriate.

If the allegation of bullying is upheld, a member of the Senior Leadership Team will seek to use a restorative approach with all children involved together. Every

attempt will be made to ensure positive relationships between the two parties are developed. The instigator(s) should fully understand the consequences of their actions and apologise without reservation. Both parties should be clear that a repeat of these behaviours will not be acceptable.

All bullying incidents will be recorded in the school's behaviour book. Parents of both parties should be informed.

If the situation does not improve, the Head of School will meet with the parents of the children responsible for the bullying behaviour and agree clear expectations and boundaries which will be shared with the pupils involved. Any further incidents should lead to interventions (such as support from outside agencies), further monitoring, support and punitive sanctions as deemed necessary. In serious cases or if no improvement is seen, the Executive Principal will consider fixed-term exclusions. Any necessary action will be taken until the bullying has stopped.

Bullying taking place outside of school

In certain circumstances, we may discipline pupils for bullying which occurs outside of school, in accordance with the DfE guidelines below:

Subject to the behaviour policy, teachers may discipline pupils for misbehaviour when the pupil is:

- taking part in any school-organised or school-related activity or
- travelling to or from school or
- wearing school uniform or
- in some other way identifiable as a pupil at the school

Or misbehaviour at any time, whether or not the conditions above apply, that:

- could have repercussions for the orderly running of the school or
- poses a threat to another pupil or member of the public or
- could adversely affect the reputation of the school

Taken from 'Behaviour and discipline in schools: advice for head teachers and school staff' (February 2014)

In these circumstances, a member of the Senior Leadership Team will always be involved and parents will be informed.

Racist Incidents

'A racist incident is an incident that someone feels is racist.'

(definition adopted by the Local Authority after the MacPherson Inquiry into Stephen Lawrence's death)

It is important to note that this is a subjective definition and does not require anyone to make an absolute judgement about whether or not an incident can be described as racist. We treat any such incident seriously, as with all 'hate crimes' targeted at vulnerable/minority groups and will speak to all those involved. We will usually contact parents as we always welcome their support in valuing difference and diversity.