

Friendship and Anti-Bullying Policy

November 2016

This policy should be viewed in conjunction with the Behaviour for Learning Policy as well as the Child Protection and Safeguarding Policy.

As an academy, we pride ourselves on the high quality, professional relationships that all staff form with the children. This concept of nurturing and trusting relationships is at the centre of our practice and integral to ensuring that this policy is successful in its implementation. We believe that all children need to develop a sense of self-worth and value and need to feel emotionally safe within their learning environment to enable them to behave appropriately and therefore learn. For this reason, we expect all staff to offer children a safe and secure learning environment which is based on consistency and trust as well as mutual respect. All staff need to display a sense of warmth for their children to enable the children to feel a sense of belonging. Every child should be made to feel that they matter and are therefore confident in their place.

To support teachers in establishing this safe and secure learning community, we expect them to operate an open door policy both for parents and pupils so that children are always encouraged to talk about their anxieties and share their concerns. The children should always be greeted with a sense of warmth and a smile at the start of each session to again encourage that sense of warmth between teacher and pupil.

Aims

The Baird Primary Academy is committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a calm and secure atmosphere. Bullying of any kind is unacceptable in the Academy. If bullying does occur, all students should be able to talk in confidence, knowing that incidents will be dealt with promptly and effectively.

Our aims are:

- To create an environment where children feel safe and happy.
- To create partnerships where parents and staff work together for the welfare of the children.
- To encourage an environment where everyone is valued and respected regardless of their culture, gender, sexual orientation, beliefs and ability.
- Encourage children to adopt agreed standards of conduct and values in order to develop a sense of self-discipline and to take responsibility for their own actions.

Definition of Bullying

Bullying is the repetitive, intentional hurting of one person or a group, by another person or group, where the relationship involves an imbalance of power (Anti-bullying Alliance, 2011).

Bullying is therefore:

- Deliberately hurtful;
- Repeated, often over a period of time;
- Difficult for victims to defend themselves against.

It can take many forms but the main types are:

- Physical - hitting, kicking, taking another's 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;
- Cyber – (sending nasty phone calls, text messages or e-mails / chat rooms). Linked to the Academy's Acceptable Use Policy (ICT)

Some forms of bullying are attacks not only on the individual, but also on the group to which he or she may belong. This has been labelled 'prejudice based bullying.' Within school we will pay particular attention to:

- Racial harassment and racist bullying;
- Sexual bullying;
- Gender bullying;
- Bullying due to faith
- The use of homophobic language;
- Bullying of students who have special educational needs or disabilities (Linked to the Equalities Policy).

Our Responsibilities

Everyone within Academy is expected to:

- Act in a respectful and supportive way towards one another;
- Adhere to and to promote the objectives of this policy.

Pupils are expected and encouraged to:

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

Parents and carers can help by:

- Supporting our anti-bullying policy and procedures;
- Discussing with their child's class 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.
- Reporting bullying to class teachers even if it unrelated to their child

Whole academy strategies for preventing bullying behaviour

Our aim is to teach our children to know what bullying is, what to do about it and to know that it is wrong and unacceptable. We believe that constant modelling along with discrete teaching about respecting and valuing differences and empathising with others is key to creating a culture of positivity and zero tolerance to bullying.

Issues surrounding friendships and bullying behaviour are taught through the Personal, Social, Health and Economic Education Curriculum. Pupils are taught to explore some of the ups and downs of relationships, including the positive aspects and benefits of friendships and the negative aspects of relational conflict.

The key skills that we aim to teach to prevent bullying are:

- Empathy.
- Affirmation of the self and others.
- Managing risk and personal safety.
- Managing decisions and choices.

The outcome is for our children to be able to:

- Explain what it means to be unkind, to tease and what it means to bully.
- Recognise the difference between teasing and bullying.
- Talk about feelings that people may have when they are being teased/bullied.
- Understand that it is never acceptable to bully or behave hurtfully
- Explain whom to go to, what to say/how to tell if they are being teased or bullied or witness bullying behaviour.
- Talk about the rules in school if they experience or see teasing, bullying or any hurtful behaviour.

Teaching techniques may include any of the following methods:

- Whole academy assemblies are also used to discuss bullying and raise children's awareness of what bullying looks like, and how they can respond.

- Circle Time provide opportunities for more detailed discussions and role play activities to explore the nature of bullying.
- Class and Pupil Voice will provide a forum for discussing any bullying issues and for the children to decide ways of preventing it and supporting those who are bullied.
- Positive play leaders to reduce potential conflict during playtime and lunchtime
- The Academy values (KERRI) will be upheld at all times. All staff will monitor behaviour and intervene when it becomes inappropriate in order to prevent bullying to develop. Staff on playground duty will inform class teachers of any incidents using the 'green card' system detailed in the Behaviour for Learning Policy.
- Worry boxes are placed in classrooms so that children can raise any concerns they have with their class teachers. These can be anonymous or named.
- National Anti-Bullying Week is a whole school focus which links to our PSHE curriculum.
- The provision of Place2Talk – pupils complete Place2Talk slips when they have a concern or worry and are then seen by a Place2Be counsellor throughout the course of the week

Responding to bullying behaviour

Where bullying does occur this will be followed, by an immediate and appropriate response, including the use of disciplinary sanctions where necessary.

Early identification is the most effective way in minimising bullying behaviour and the effects on the person being bullied. We also acknowledge that the person doing the bullying needs to understand that their behaviour is unacceptable and must stop. They may also need support to change their behaviour and explore the underlying reasons for bullying.

Children are encouraged to report any negative behaviour, even if they are not sure whether it is bullying. They can do this through:

- Speaking to their teacher/TA or any member of support staff.
- Speaking to a parent/other adult who then may contact the school in any of the ways listed.
- Speaking to their Pupil Voice representative or a playground buddy.

Students will be reassured that they do not deserve to be bullied and this is not their fault. The Principal will be informed or in their absence the next Senior Leader in the Academy. We will:

- Assure them that it was right to report the incident and encourage them to talk about how they feel;
- Try to ascertain the extent of the problem and engage them in making choices about how the matter may be resolved;
- Try to ensure that they feel safe and discuss strategies for being safe and staying safe;
- Seek to provide the opportunity for restoration through peer mediation and conflict resolution;
- Ask them to report immediately any further incidents to us;
- Affirm that bullying can be stopped and that our Academy will persist with intervention until it does;

A member of the Senior Leadership Team will then interview the pupil(s) involved in bullying separately and listen to each version of events. They will also talk to anyone else who may have witnessed the bullying;

The Senior Leader will also:

- Reinforce the message that bullying is not acceptable, and that we expect bullying to stop;
- Affirm that it is right for students to let us know when they are being bullied;
- Adopt a joint problem solving approach where this is appropriate; students will be involved to help us find solutions to the problem. This will encourage students involved to take responsibility for the emotional and social needs of others;
- Advise students responsible for bullying that we will be checking to ensure that bullying stops; and ensure that those involved know that we have done so;
- Ensure that when bullying occurs, we will contact the parents of the students involved at an early stage;
- Keep records of incidents that we become aware of and how we responded to them;
- Follow up after incidents to check that the bullying has not started again.

- Consider sanctions under our Academy's Behaviour Policy, which may include:
 - Official warnings or withdrawal of certain privileges
 - Detention
 - Involvement of the Schools Police Liaison Officer
 - Exclusion from certain areas of the academy premises
 - Minor or major fixed term exclusions
 - Permanent exclusions
 - Parents of those involved will be informed of any action taken
 - Referrals to ESBAS for individuals or small group work
 - Records will be kept on pupil files

Bullying outside of the Academy premises

Academies and schools are not responsible for bullying that occurs off the premises, but we know that bullying can occur outside the Academy gates and on journeys to and from the Academy, or online through Cyber Bullying. The bullying may be done by students from our own Academy, by students from other schools or by people who are not at school at all. Where a student or parent tells us of bullying off the Academy premises we will, as appropriate:

- Talk to students about how to avoid or handle bullying outside of the Academy;
- Talk to the Principal of another school whose students are bullying;
- Use community links to set up restorative meetings;
- Talk to the police.

Where cyber-bullying is evident, we would ask parents to monitor this and liaise effectively with the academy to tackle this via the above methods.

Other sources of support

- Childline 0800 1111
- Anti-bullying Alliance <http://www.anti-bullyingalliance.org.uk/>

Monitoring and Evaluation

This policy will be monitored and evaluated regularly and updated to take account of new Government and local guidance, and the views of the whole school community.

Complaints

The Hastings Academies Trust and the Local Governing Body has a formal complaints procedure and this may be used by a parent / carer if required.