

CLEE HILL COMMUNITY ACADEMY

Anti-Bullying Policy



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Review Cycle	Annually
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Next Review Date	December 2019

The Shropshire Gateway Educational Trust

Introduction

The Shropshire Gateway Educational Trust believes that every single child has the right to learn in a school environment, free from bullying and in which they feel safe and supported. Bullying of any kind is deemed unacceptable and will always be treated seriously and acted upon.

Bullying takes place in schools as it does in other places. The aim of this anti-bullying policy is to ensure that pupils attending schools within the Trust learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated.

As bullying is part of the Trust's safeguarding duties to protect children, this policy needs to be read in conjunction with the Trust's Child Protection policy.

The aim of the Trust's anti-bullying policy is to:

- Prevent, de-escalate and/or stop continuation of harmful behaviour in line with the Behaviour Policy.
- React to bullying incidents in a reasonable, proportionate and consistent way.
- Safeguard those pupils who have experienced bullying and those who have been involved in the act of bullying and to trigger actions to support these pupils.

What Is Bullying?

Bullying is behaviour by an individual or group, usually repeated over time that intentionally hurts another individual or group either physically or emotionally.

Bullying can be related to:

- race, religion or culture
- special educational needs or disabilities
- appearance or health conditions

- sexual orientation, sexist or sexual bullying
- young carers or looked-after children or otherwise related to home circumstances
- verbal (name calling, sexist, racist and homophobic remarks, and other discriminatory language)
- indirect (cyber bullying, spreading rumours, excluding someone from social groups)
- Radicalisation and Extremism.

Bullying can include:

- Name-calling, taunting, mocking, making offensive comments, kicking, hitting, pushing or taking belongings.
- Inappropriate text-messaging and emailing, sending offensive images by phone or internet
- Producing offensive graffiti
- Gossiping, excluding people from groups, and spreading hurtful or untruthful rumours.

Bullying can seriously damage a young person's confidence and self-worth; it is the responsibility of all staff to actively support children who are being bullied and to act in a supportive and confidential manner if a child approaches them with an allegation of bullying.

Although sometimes occurring between two individuals in isolation, bullying quite often takes place in the presence of others, for example, between pupils, between pupils and staff, or between staff; by individuals or groups; face to face, indirectly or using a range of methods.

Pupils being bullied may demonstrate emotional and/or behaviour problems including signs of depression, physical problems such as headaches and stomach pains, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school.

Clee Hill Community Academy

Clee Hill Community Academy is a telling school. This means that anyone who knows that bullying is happening is expected to tell someone. The children are encouraged to speak out against bullying by following three simple rules.

- 1) If someone is upsetting them we should tell that person to stop.
- 2) If they do not stop, we should speak out and tell someone
- 3) If it still doesn't stop, we should make sure that we are listened to by speaking to the headteacher

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 at Clee Hill Community Academy. The senior member of staff who leads on anti-bullying is Ceri Little, Headteacher

Every year, the anti-bullying policy and procedures are reviewed by the headteacher, staff and pupils as part of anti-bullying week. Children are asked to explain what they think bullying is, what to do if they witness or experience bullying and agree to uphold the antibullying charter



In November 2018, the children of Clee Hill Community Academy had the following thoughts:

"Bullying is continuous mean behaviour." Fred

"There are many different types of bullying, like emotional, physical and cyber bullying." Bronte

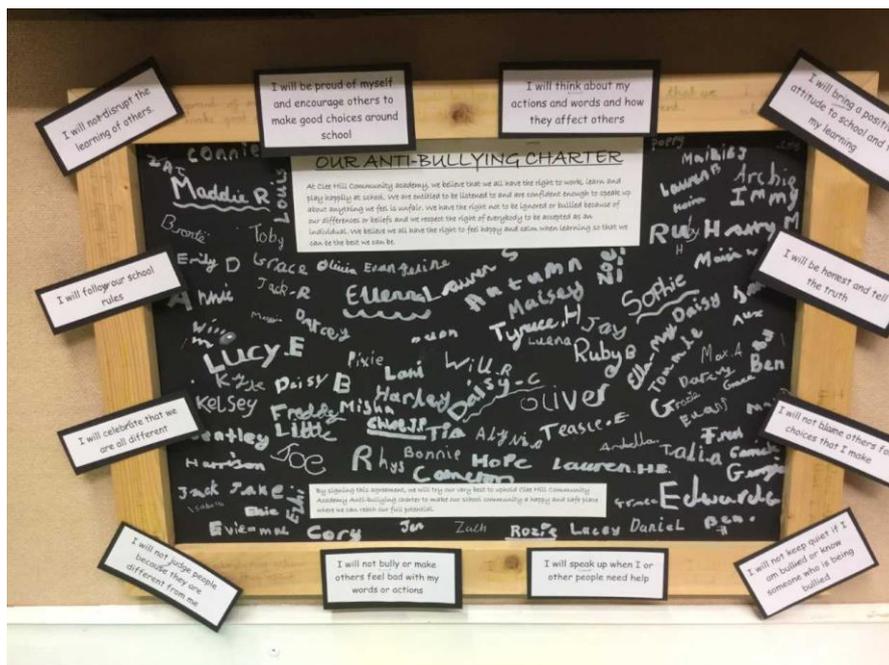
"Bullying can also be hurting someone with words." Daisy

When asked how bullying could be stopped, children said:

- Accepting that people are different.
- Including everyone
- Making mistakes and putting them right
- Treating everyone the same
- Being a good role model
- Helping others
- Being really nice and good
- Taking care of each other
- Telling someone

Anti-Bullying charter

Every year, the pupils sign an anti-bullying charter as part of anti-bullying week.



Our charter state:

At Clee Hill Community Academy, we believe that we all have the right to work, learn and play happily at school. We are entitled to be listened to and are confident enough to speak up about anything we feel is unfair. We have the right not to be ignored or bullied because of our differences or beliefs and we respect the right of everybody to be accepted as an individual. We believe we all have the right to feel happy and calm when learning so that we can be the best we can be.

- I will be proud of myself and encourage others to make good choices around school
- I will be honest and tell the truth
- I will celebrate that we are all different
- I will think about my actions and words and how they affect others
- I will speak up when I or other people need help
- I will bring a positive attitude to school and to my learning
- I will follow our school rules
- I will not blame others for choices that I make
- I will not judge people because they are different from me
- I will not bully or make others feel bad with my words or actions
- I will not keep quiet if I am bullied or know someone who is being bullied
- I will not disrupt the learning of others.

By signing this agreement, we will try our very best to uphold Clee Hill Community Academy Anti-bullying charter to make our school community a happy and safe place where we can reach our full potential.

Recording of Bullying Incidents

When an incident of bullying has taken place, staff must be prepared to record and report each incident. In the case of racist bullying, this must be immediately reported to the Headteacher.

General incidences of bullying should be recorded in the Behaviour Log this would include incidents where staff have had to become involved and speak with children, and/or where parents have raised concerns regarding bullying. Confirmed cases of bullying must be recorded following the safeguarding procedure, as with any case of Child Protection.

All incidents of bullying will be discussed with all relevant staff and parents of the children involved, in order that everyone can be vigilant and that further incidents by the same child(ren) may be prevented from happening in the future.

Incidents of bullying will be discussed with the Governing Body.

Advice to Parents

As the parent of a child whom you suspect is being bullied:

1. Report bullying incidents to the class teacher, member of Senior Leadership team or Head teacher.
2. In cases of serious bullying, the incidents will be recorded by staff and the Head teacher notified.

3. In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem.
5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
6. An attempt will be made to help the child using unacceptable behaviour towards others, to change their behaviour.

Please Do Not:

1. Attempt to sort the problem out yourself by speaking to the child whom you think may be behaving inappropriately towards your child or by speaking to their parents.
2. Encourage your child to be 'a bully' back.

Both of these will only make the problem much harder to solve.

HELP ORGANISATIONS:

Advisory Centre for Education (ACE) 020 7354 8321

Children's Legal Centre 0845 345 4345

KIDSCAPE Parents Helpline (Mon-Fri, 10-4) 0845 1 205 204

Pupils are encouraged to report bullying in this school by:

Curriculum

Pupils will have opportunities to develop their understanding of the nature of bullying, to explore their own and others attitudes to bullying and to develop the skills to deal with bullying through PSHE and other subject areas and through assemblies and other school activities.

Responsibilities

The Board of Directors

Have the responsibility to ensure that the anti-bullying policy is in place, that it reflects the Trust's values and practice, and is reviewed annually. The Board should agree the principles of Shropshire Children's Trust and Safeguarding Children Board Anti-Bullying Charter and require that this is clearly displayed in each of the Trust's schools.

The Local Governing Body

Governors have the responsibility to ensure that the anti-bullying policy is implemented and that any suggested amendments are submitted to the Board of Directors as part of the review cycle.

The governors should ensure that the Safeguarding Children Board Anti-Bullying Charter is clearly displayed in the school

The governing body monitors incidents of bullying that do occur, and reviews the effectiveness of this policy regularly. The governors require the headteacher to keep accurate records of all incidents of bullying, and to report to the governors on request about the effectiveness of school anti-bullying strategies. Governors analyse information for patterns of people, places or groups. They look out in particular for racist bullying, or bullying directed at children with disabilities or special educational needs.

Headteachers

Headteachers have a legal duty under the School standards and Framework act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils. Under the Education Inspections bill 2006 the duties are extended to include preventing/responding to bullying that happens outside school, where it is reasonable to do so.

It is the responsibility of the headteacher to implement the Trust's anti-bullying policy and to ensure that all staff are aware of the policy, and know how to identify and deal with incidents of bullying. The headteacher is also responsible for ensuring that bullying related incidents and the effectiveness of the anti-bullying policy are reported to their Local Governing Body. They will inform the Local Authority of any hate or prejudice related incident as part of the school's Public Sector Equality Duty under the Equality Act 2010 and in support of the Shropshire Tackling Hate Crime Initiative; a report form is available as an appendix to this policy.

All Staff

All staff in the Trust are must be alert to the signs of bullying and act promptly, sensitively and effectively against it. They are responsible for ensuring that all forms of bullying seriously, and seek to prevent it from taking place.

Bullying and the Law

Although bullying in itself is not a specific criminal offence in the UK, it is important to bear in mind that some types of harassing or threatening behaviour - or communications - could be a criminal offence. For example, it is an offence for a person to send an electronic communication to another person with the intent to cause distress or anxiety or to send an electronic communication which conveys a message which is indecent or grossly offensive, a threat, or information which is false and known or believed to be false by the sender. If the Headteacher believes that an offence may have been committed they should seek assistance from the police

Bullying outside school

Schools have the power to discipline pupils for misbehaving outside the school premises to such an extent as is reasonable. This can relate to any bullying incidents occurring anywhere off the school premises, such as on school or public transport, outside the local shops, or in a town or village centre. Where bullying outside school is reported to school staff, it should be investigated and acted on.

Safeguarding Children and Young People

Under the Children Act 1989 a bullying incident should be addressed as a child protection concern when there is 'reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm'. Where this is the case, the school should report their concerns to their local authority children's social care team. Even where safeguarding is not considered to be an issue, schools may need to draw on a range of external services to support the pupil who is experiencing bullying, or to tackle any underlying issue which has contributed to a child doing the bullying.

Hate or Prejudice Related Incidents

Schools will inform the Local Authority of any hate or prejudice related incident as part of the school's Public Sector Equality Duty under the Equality Act 2010 and in support of the Shropshire Tackling Hate Crime Initiative; a report form is available through the Shropshire Learning Gateway.

Anti
Bullying
Campaign



Date _____

This is our Anti-Bullying Promise

Name _____

✓ ★

What is Bullying



Bullying is hurting someone or someone's feelings on purpose



Make Friends, More Friends
Try to be a Good Friend



Don't Suffer In Silence

Everyone matters, so if you're being bullied, tell someone you trust, like a teacher, parent, carer or friend.

See Something • Hear Something • Say Something



**Don't Bully,
Be A Buddy**



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