



Anti-Bullying Policy

***We walk by faith and not by sight: 2 Corinthians
5:7***

At St Pauls Academy we believe that all children are unique and loved by God. In keeping with the Academy mission statement, we aim to educate children to become loving, caring and spiritual adults who will take Jesus Christ as their example. Bullying is therefore viewed by the Academy as being unacceptable. The Academy has a 'duty of care' towards its pupils with regard to bullying in that the Principal and staff stand in loco parentis (in place of the parents). This duty of care includes protecting pupils from harm from bullying.

1. Definition of Bullying

Bullying can be defined in a number of ways. We follow DfES guidance which defines bullying as:

"Bullying is deliberately hurtful behaviour repeated often over a period of time or on isolated occasions, where somebody deliberately intimidates or harasses another".

(DfES September 2002)

It is also when there is an imbalance of power.

Bullying has been described by pupils as:

- name calling
- teasing
- physical abuse e.g. hitting, pushing, pinching or kicking
- having personal possessions taken e.g. bag or mobile phone
- receiving abusive text messages or e-mails
- being forced to hand over money
- being forced to do things they don't want to do
- being ignored or left out
- being attacked in any way due to religion, gender, sexuality, disability, appearance or racial or ethnic origin.
- comments about parents, siblings or other family members

Specific Examples of Bullying

Racist bullying – an incident which is perceived to be racist by the victim or any other person. This can be in the form of:

- verbal abuse, name calling, racist jokes, offensive mimicry
- physical threats or attacks
- wearing of provocative badges or insignia
- bringing racist leaflets, comics or magazines
- inciting others to behave in a racist way
- racist graffiti or other written insults, even against food, music, dress or customs
- refusing to co-operate in work or play.

Sexual bullying – this is generally characterised by:

- abusive name calling
- looks and comments about appearance, attractiveness, emerging puberty
- inappropriate and uninvited touching
- use of homophobic language
- looks and comments about sexual orientation or appearance.

SEN or disability – These pupils are often at greater risk of bullying. This can be characterised by:

- name calling
- comments on appearance
- comments with regard to perceived ability and achievement levels.

The need for adult sensitivity should be taken into account in a number of instances, e.g. when grouping children, marking children's work, sharing of results and assessment arrangements as well as an awareness of appropriate language being used when addressing pupils.

Text bullying – this is on the increase and can involve pupils receiving threatening or disturbing messages from possibly anonymous callers. It must be noted that although the Academy does not allow pupils to have mobile phones in classrooms, they can be left in the office for safe keeping during the day. The Academy has no position on pupils using mobile phones on the way to and from the Academy and leaves this matter to the discretion of parents.

Why is bullying different from unacceptable behaviour?

- It is deliberately hurtful behaviour aimed directly at an individual or group and **it is repeated over a period of time.**

- It is difficult for those being bullied to defend themselves physically or verbally. Bullying is unprovoked behaviour which intimidates or causes fear.

St Pauls Academy will not tolerate bullying by any member of its community, be they pupil, member of staff or visitor. Bullying will be taken seriously and dealt with quickly and promptly.

2. Academy Statement of Intent

As the ethos of this Academy is based on the principles of the Christian faith, we aim to maintain an atmosphere of mutual respect. As such, this Academy believes that:

- Bullying is unacceptable.
- Bullying is a problem to which solutions can be found.
- Seeking help and openness are regarded as signs of strength not weakness.
- All members of the Academy community will be listened to and taken seriously.
- Everyone has the right to work and learn in an atmosphere that is free from fear.
- All of us have a responsibility to ensure that we do not abuse or bully others.
- Young people should talk to an adult if they are worried about bullying and have a right to expect that their concerns will be listened to and treated seriously.
- Young people should be involved in decision making about matters that concern them.
- We all have a duty to work together to protect vulnerable individuals from bullying and other forms of abuse.

3. Aims of the Policy

- To assist in creating an ethos in which attending the Academy is a positive experience for all members of the Academy community.
- To make it clear that all forms of bullying are unacceptable at the Academy.
- To enable everyone to feel safe while at the Academy and encourage pupils to report incidences of bullying.
- To deal effectively with bullying.
- To support and protect victims of bullying and ensure they are listened to.
- To help and support children who bully to change their attitudes as well as their behaviour and understand why it needs to change.
- To liaise with parents and other appropriate members of the Academy community.
- To ensure all members of the Academy community feel responsible for combating bullying.

4. Role of the Academy

The staff of the Academy will follow the anti-bullying response chart

Staff at the Academy will:

- Always listen if a child approaches an adult with information about bullying and the incident will always be taken seriously and recorded. If the member of staff, after establishing witnesses and other evidence, thinks that the incident is bullying, the class teacher will be informed and the incident.
- Always treat the incident confidentially although Academy staff cannot promise absolute confidentiality if approached by a pupil for help.
- Staff must make this clear to pupils. Child protection procedures must be followed when any disclosures are made.
- always praise anti bullying behaviour
- always state that it is the bullying behaviour not the child which is unacceptable
- Teach pupils about the effects of bullying through assemblies and circle time.
- always investigate incidents thoroughly and fairly
- Support both the victim and the child who has done the bullying, keeping both informed
- inform a senior member of staff
- Inform parents of the victim and the child doing the bullying of the outcome and any actions taken (in line with the behaviour policy).

5. Role of the pupils

Children will:

- Always report witnessed incidents of bullying to an adult in Academy
- Tell an adult if they feel they are being bullied
- Write a note and give it to an adult in Academy
- Show respect for all other children in Academy
- Act as an example for younger children in the Academy
- Talk to parents about how they feel at the Academy regularly

6. Role of the Governors

The governors of St Pauls Academy will review this policy annually and will be responsible for its implementation. They will also determine its success through the Principal by monitoring reported incidents and actions taken. The governors will also receive representations in the event of bullying incidents not being dealt with to the satisfaction of parents.

7. Role of parents

Parents agree to support the policy in the following ways

If your child has been bullied:

- Calmly talk with your child about his/ her experiences.

- Make a note of what your child says including who was involved, how often the bullying has occurred, where it happened and what happened.
- Reassure your child that he/ she has done the right thing to tell you about the bullying.
- Explain to your child that should any further incidents occur he/she should report them to a teacher immediately.
- Make an appointment to see your child's teacher.
- Explain to the teacher the problems your child is experiencing.

When talking with teachers about bullying:

- Try to stay calm and bear in mind that the teacher may have no idea that your child is being bullied or may have heard conflicting accounts of an incident.
- Be as specific as possible about what your child says has happened, give dates, places and names of other children involved.
- Make a note of what action the Academy intends to take.
- Ask if there is anything you can do to help your child or the Academy.
- Stay in touch with the Academy and let them know if things improve as well as if problems continue.

If you are not satisfied:

- Check with the Academy anti-bullying policy to see if agreed procedures are being followed.
- Discuss your concerns with the Class teacher.
- Make an appointment to discuss the matter with the Head teacher and keep a record of the meeting.
- If this does not help write to the Chair of Governors explaining your concerns and what you would like to see happening.

If your child is bullying others:

- Talk with your child and explain that what he/she is doing is unacceptable and makes other children unhappy.
- Discourage other members of your family from bullying behaviour or from using aggression or force to get what they want.
- Show your child how he/ she can join in with other children without bullying.
- Make an appointment to see your child's teacher and explain the problems your child is experiencing as well as discussing how you can work together to stop him/ her bullying others.
- Regularly check with your child how things are going at the Academy.
- Give your child lots of praise and encouragement when he/ she is co-operative or kind to other people.

If your child is experiencing any form of electronic bullying:

- Ensure your child is careful whom they give their mobile phone number and e-mail address to.
- Check exactly when a threatening message was sent

- Where necessary report incidents to the police.

8. Sanctions

The Academy will impose sanctions in line with the whole Academy behaviour policy. These sanctions will always be applied fairly and consistently but in conjunction with positive behaviour management strategies. Because the Academy views bullying as unacceptable, in the event of all other avenues being exhausted, or in particularly serious cases, this may lead to exclusion.

9. Strategies to Reduce Bullying

The Academy adopts a range of strategies to prevent and reduce bullying, to raise awareness of bullying and support victims and bullies. Including:

- Co-operative group work.
- Circle Time.
- Circle of Friends.
- Peer mediation.
- Peer counselling.
- Buddy systems.
- PSHE/ SEAL programmes.
- Self esteem workshops.
- Restorative justice

10. Equal Opportunities

Every member of the Academy community is entitled to expect equality of protection from bullying. The Academy believes that everyone has the protection and support from Academy policies and procedures designed to ensure that the Academy remains a safe environment in which to teach and learn.

Reviewed: March 2019

Agreed: March 2019

Review Date: March 2021