



Anti-bullying Strategy 22-23

Our Academy Anti-bullying Co-ordinator is Mrs Finn.

The overall aim of the Academy is to ensure all children reach their full potential.

To enable us to achieve our aim we must have an educational community, which promotes and provides excellence in teaching, learning, relationships and opportunities, through high expectations and adherence to traditional values. Therefore, all members of Estcourt Primary Academy have a right to feel welcome, secure and happy. Pupils should expect to learn in a supportive and caring environment without fear of bullying. Bullying is antisocial behaviour and affects everyone. Any form of bullying is totally unacceptable in the academy.

However, human nature being as it is, despite our culture of zero tolerance towards this issue, there may be some instances of students attempting to bully each other within the Academy - often as a result of offsite situations or incidents. Therefore, we aim to deal with any bullying complaints firmly, fairly and promptly. We treat bullying as a serious offence and take every possible action to keep it to a minimum.

Our Aims:

- To ensure that all pupils are aware of their rights and responsibilities and know how to seek help if those rights are being violated.
- To encourage pupils to work well, develop good relationships and offer each other mutual support and respect.
- To encourage pupils to behave in a respectful and positive way to one another.
- To raise awareness and equip pupils to deal with any bullying incidents through PSHE programmes, assemblies, pastoral support.
- To review and monitor the effectiveness of our anti-bullying strategy annually.

What is bullying?

Learning to understand and manage conflict is an important part of growing up. Bullying is not simply a 'falling out'. Research shows that experiencing bullying can have a significant impact on a child's life well into adulthood. To ensure we are able to prevent bullying, act quickly when it takes place and avoid misidentifying bullying, it is vital that schools and other settings have a shared definition of bullying. This should be understood by the whole school or setting including parents, young people and all staff. (Taken from the Anti-bullying Alliance Website)

“Bullying is the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online.”ANTI-BULLYING ALLIANCE

There are four key elements to this definition:

Hurtful, repetition, power imbalance and intentional.

Bullying behaviour can be:

Physical – pushing, poking, kicking, hitting, biting, pinching etc.

Verbal - name calling, sarcasm, spreading rumours, threats, teasing, belittling.

Emotional – isolating others, tormenting, hiding books, threatening gestures, ridicule, humiliation, intimidating, excluding, manipulation and coercion.

Sexual – unwanted physical contact, inappropriate touching, abusive comments, homophobic abuse, exposure to inappropriate films etc.

Online /cyber – posting on social media, sharing photos, sending nasty text messages, social exclusion

Indirect - Can include the exploitation of individuals.

<https://anti-bullyingalliance.org.uk/tools-information/all-about-bullying/understanding-bullying/definition>

Signs of being bullied

- Unwillingness to come to school.
- Withdrawn, isolated behaviour.
- Complaining about missing possessions.
- Refusal to talk about problems.
- Being easily distressed.
- Damaged or incomplete work.
- Regularly feeling ill.
- Work not completed to usual standard.
- Setting off for school particularly early or late.
- Tearfulness, depression.
- Change in pupil behaviour or confidence

What to do as a pupil

- Walk away and report the bullying to an adult straight away.
- Tell yourself that you do not deserve to be bullied and it is wrong.
- Be assertive – make it clear that you want the bullying to stop.
- Be proud of who you are and what you stand for.
- If you know that someone else is being bullied – take action – tell an adult.

What to do as a parent/carer

- Be aware of signs of bullying in your child.
- Talk to your child about their school day.
- If you feel that your child may be a victim of bullying inform the Academy immediately.

- Reassure your child that there is nothing wrong with him or her and it is not his or her fault that they are being bullied.
- Make sure that your child is not afraid to ask for help at the Academy.

What the Academy will do:

- Take all allegations of bullying seriously.
- Investigate incidents as thoroughly and promptly as possible.
- Ensure that bullies and victims, in the first instance, are interviewed separately.
- Wherever possible obtain information from witnesses.
- Keep records of reported incidents on CPOMS
- Encourage the bully and the bullied to agree a resolution.
- Impose appropriate sanctions inline with the 'Care Guidance and Support Policy'
- Inform parents/carers of bullies and bullied of serious incidents.
- Provide a clear strategy for managing future incidents.
- Provide peer supporters and access to adult support, as appropriate.
- Promote a zero tolerance of this issue within the student and staff body.

Academy activities which tackle bullying:

- Assemblies
- Participation in National Anti-Bullying events
- PSHE programmes
- Displays
- School council discussions
- Liaison with external agencies

Monitoring and Evaluation

This policy is monitored and evaluated through regular pastoral reviews and through consultation with the Academy Advisory Board and Academy student council.

The following performance indicators are used to evaluate the policy within the context of the pastoral support given to all students and staff.

- Behaviour on the Academy site
- Levels of punctuality and attendance
- Evidence of self-discipline

- Good manners and consideration for others
- Levels of exclusion
- Police referrals
- Referrals through the pastoral support