



Policy No. 17

Anti-Bullying Policy

Approved by	Governing Body
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Issue or revision no.	3

“Inspiring us all to create a better world.”

Matthew 5 13-15 “You are the salt of the earth...You are the light of the world.”

Holmer C of E Academy puts the children’s needs at the heart of its provision. Our whole school community is committed to enabling the children to become successful lifelong learners and happy, fulfilled adults who can make positive choices about their future. This policy should be read in conjunction with our Positive Behaviour Policy and Child on Child Abuse Policy.

INTRODUCTION

Holmer Academy does not tolerate bullying of any kind. We believe that children have the right to learn in a supportive, caring and safe environment without fear of being bullied.

AIMS AND OBJECTIVES

The aim of this policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied.

Objectives:

- To raise awareness of bullying
- To prevent acts of bullying through PSHE, assemblies and other curriculum areas
- To ensure a consistent response to bullying incidents
- To support all community members who may be involved in bullying incidents
- To develop a supportive home, school and community partnership

DEFINITION OF BULLYING

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. The main types of bullying are:

- Physical (hitting, kicking, theft)
- Verbal (name calling, racist remarks)
- Indirect (spreading rumours, excluding someone from social groups)
- Cyber (the use of Information and Communications Technology such as mobile phones and the internet to deliberately upset someone else)

What is bullying?

Bullying is deliberate and always intentional, it is never a mistake. There are three main people involved in bullying or more: the witness, the person being bullied and the person doing the bullying. Bullying happens more than once and is ongoing.

ROLES AND RESPONSIBILITIES

All members of staff are expected to deal sensitively with bullying incidents. We are a ‘telling’ school and children are expected to ‘tell’ an adult if anyone does anything to them which hurts or frightens them. Children are encouraged to use the adults in the school to help mediate when difficulties occur between peers in school, rather than take matters into their own hands. Any incident of bullying that occurs away from the classroom must be

shared with the class teacher. Class teachers have a responsibility for dealing with bullying incidents within their classroom. If concerns remain they should be shared with the head teacher or member of the Senior Leadership Team.

PROCEDURES FOR REPORTING AND RESPONDING TO BULLYING

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached
- A clear account of the incident will be recorded and given to the Headteacher or if the Headteacher is unavailable to a member of the Senior Leadership Team
- The Headteacher will interview all concerned and record the incident
- Class teachers will be kept informed
- Parents of both parties will be informed of the incident
- A restorative justice approach may be used to help the victim of bullying and to help the perpetrator to understand the impact of their bullying behaviour
- Sanctions will be used as appropriate and in consultation with all parties concerned and in line with the *Holmer Academy Behaviour Policy*

Behaviour that causes particular concern must always be reported and discussed with one of our DSLs – Headteacher and/or Safeguarding Governor, who may feel it appropriate to address it in context of a Child Protection issue. *Please refer to Holmer Academy's Child Protection Policy*

The school cannot deal with incidents of alleged cyber-bullying that occur outside of school. However, if parents have concerns about this kind of bullying they are encouraged to print off any offending material and to discuss concerns with the headteacher.

STRATEGIES FOR THE PREVENTION AND REDUCTION OF BULLYING

- Preventative work on bullying to take place in PSHE lessons, assemblies and in other areas of the curriculum
- School council to be given a forum to discuss bullying and how they can prevent it
- Children to be encouraged to tell an adult if they are being bullied or if they suspect someone else is
- Parents to be offered the opportunity to attend workshops on cyber safety including cyber-bullying
- Annual questionnaires to parents and children asking for their views on bullying
- Parents to be able to access anti-bullying policy

PROCEDURES FOR MONITORING, EVALUATION AND REVIEW

In the event of a parental complaint about possible bullying, the staff will monitor the child very closely both in class and on the playground and we will record incidents as and when appropriate. The Headteacher and Senior Leadership Team monitor the effectiveness of this policy on a regular basis. If a parent is unhappy about the way in which an incident of bullying has been dealt with they should report the incident to the school governors.