



# Anti-Bullying Policy 2018

Review date: October 2020

Our approach to bullying is a 'whole academy' approach. We do expect everyone to act with courtesy and consideration to others at all times and to always try to understand the other person's point of view. Neither staff nor pupils will condone or ignore bullying of any nature and anti-social behaviour will not be tolerated. "It is important to distinguish between bullying behaviour and an outright condemnation of the whole person. Bullying behaviour is often an expression of inward distress, the passing on of negative behaviour, confusion about one's own worth or an extreme need to bolster self-esteem". (Behaviour and Attendance Strand).

All members of the academy will be encouraged not to accept bullying of any form and if they ever experience, see or suspect bullying is taking place to ALWAYS speak up and TELL someone. ALL OF US WILL LISTEN and ALL OF US WILL ACT by involving appropriate staff.

Our academy will:

- support staff to identify and respond to bullying
- make pupils aware that we listen and all bullying issues will be dealt with sensitively and effectively
- work towards creating an anti-bullying culture
- ensure that parents/carers expressing concerns about bullying have them taken seriously
- learn from effective anti-bullying work elsewhere
- discuss, monitor and review incidents of bullying

Beacon ACE Academy recognises that in any large group of people there will always be some bullying and however undesirable, it needs to be recognised as a reality. Our policy of preventative intervention is intended to create a safer climate where we can maintain our friendly, caring, yet hard-working atmosphere and where all pupils can feel confident that, as an individual, they are important.

#### OUR POLICY RECOGNISES THAT BULLYING CAN BE:

- physical
- verbal
- mental
- 'cyber-bullying' (text, e-mail and internet)
- racist, homophobic, sexist
- directed to vulnerable groups (children in care, young carers etc.) or any combination of these areas

OUR POLICY IS POSITIVE RATHER THAN PUNITIVE AND OUR AIMS ARE TO:

- prevent bullying
- deal promptly with any incident of bullying if, and when, it occurs
- promote self-esteem among all pupils, including the bullied and those who suffer from the need to bully
- encourage pupils to speak out and TELL if bullying is taking place
- encourage all pupils to help and protect others within the academy

OUR POLICY IS BASED ON TRUST BETWEEN PUPILS & STAFF AND WILL:

- raise awareness throughout the curriculum
- give pupils opportunities to talk about bullying in general (e.g. through R-Time, assemblies and PSHE lessons).
- ensure that key areas of the academy grounds, buildings etc. are monitored by adults.

**Anti-Bullying Procedures**

**Stage 1**

- The school is informed of the problem, by parent/child/other
- Teacher meets with all children involved and explains seriousness of problem and agrees strategies to sort problem. (Keep notes and inform the Pastoral team for recording in Anti Bullying Log which is shared with Head and SLT regularly.)
- Teacher feeds back strategies agreed to informing parent
- Teacher alerts all staff (especially midday supervisors) to the problem and monitors for a week.
- Teacher informs appropriate KS leader.
- End of week – Teacher meets with all the children again to discuss progress
- A range of strategies will be trialled at this stage with regular end of week feedback
- If problem persists:

**Stage 2**

- Teacher meets parents of all children involved individually and explains issues and agrees ways forward. (Record of meeting cc. to KS leader, Inclusion Manager, Associate HT)

- Teacher meets with all children involved and discusses agreed way forward (keep notes)
- Previous alerting and monitoring repeated
- End of weeks' procedures repeated
- Progress recorded to all parents (records kept and cc)
- A range of strategies will be used at this stage
- If problem persists:

### **Stage 3**

- KS leader and teacher meets with all children and explains seriousness of problem and agrees way forward (keep notes)
- KS leader and teacher meets parents of all children involved individually and explains issues and agrees ways forward (record of meeting cc to KS leader, Inclusion Manager, HT)
- Previous alerting and monitoring repeated
- End of weeks' procedure repeated with KS leader and teacher. Progress reported to all parents (records kept and cc)
- If the problem persists:

### **Stage 4**

- Inclusion Manager or HT and KS Leader meets with all children and explains seriousness of problem and agrees way forward (keep notes)
- Inclusion Manager or HT meets parents of all children involved individually and explains issues and agrees ways forward (record of meeting cc KS Leader and Teacher)
- Previous alerting and monitoring repeated.
- End of weeks' procedures repeated and KS Leader and Inclusion Manager or Principal Progress reported to all parents (records kept and cc)

### **Stage 5**

- Other strategies including exclusion considered.

### **OUR POLICY WILL BE MADE CLEAR TO THE FOLLOWING GROUPS:**

- staff (teaching/non-teaching)-through business meetings
- pupils- school council and through Anti Bully week
- parents - web site, during Anti Bullying Week, parents forum
- governors- LAB meeting

Others connected with our academy, e.g. School Transport drivers, neighbours etc. Our policy will be continually monitored by the whole academy community and will be reviewed and updated. A bullying log is kept and reviewed by the Senior Leadership Team It should be

read in conjunction with 'Possible Signs of Bullying' and 'Action Guidance Notes' which follow.

If you suspect your child is being bullied please contact your child's classteacher in the first instance.

#### POSSIBLE SIGNS OF BULLYING OBSERVATION:

Parents and Teachers are in ideal positions to be able to observe changes in a pupil's behaviour, which may indicate that they are being subjected to bullying, so look out for:

- Items of clothing, property, school work, etc. that are damaged or lost more often than you would consider to be normal
- Frequent injuries to the child (bruises, cuts, etc.)
- Withdrawal, which may lead to low participation in school and other activities, isolation or self-harm
- Those who spend a lot of time in their bedroom, possibly crying; who find it difficult to sleep, wet the bed or have nightmares. Teachers within school may be aware that the pupil always appears tired
- Educational attainment being slowly or suddenly reduced
- A reluctance to go to school.
- Poor self-esteem, which inhibits pupils from forming positive relationships, leads to feelings of worthlessness and betrayal, and causes some to lower their expectations and standards of work
- Anxiety and depression, which can lead to intermittent and long-term absence from school, physical illness or psychosomatic complaints
- Requests to be accompanied going to and from school, or to go by a different route. If this is longer than the previous one, it could well indicate that bullying has been occurring along the previous route.
- Money in the house or school going missing
- Depression in the child. Reluctance to eat or play normally. Child appears generally unhappy, miserable, moody and/or irritable
- The pupil who threatens or attempts to commit suicide Taken individually, or even collectively, the above may not be due to bullying, but a combination of even some of these signs could be a good reason to suspect it. If a pupil is showing signs of, or is experiencing ANY of the above, it can be an indication that all is not well, the pupil is not happy and therefore, whatever the cause, it should be investigated.

Remember the following contacts can be useful when seeking help:- Child line 0800 1111  
[www.childline.org.uk](http://www.childline.org.uk)

National Society for the Prevention of Cruelty to Children – [www.nspcc.org.uk](http://www.nspcc.org.uk) 0808 800  
5000

Anti-bullying Cornwall - 0800 5875991 or e-mail: [abc@vscornwall.org.uk](mailto:abc@vscornwall.org.uk) Cornwall Anti-  
racism Project 07881 551320

Victim Support Cornwall 0845 0567 999 e-mail: [support@vscornwall.org.uk](mailto:support@vscornwall.org.uk)