



JERRY CLAY ACADEMY

ANTI-BULLYING POLICY

Document Control

Date	September 2021
Notes	Annual Revision by the Pupils & Curriculum Committee. Changes: Updated to Jerry Clay Academy
Next review date	July 2022

Jerry Clay Academy Anti-Bullying Policy

ANTI-BULLYING POLICY

Definition of Bullying

Bullying is a continuous pattern of behaviour by one person or a group of persons towards another person which is designed to hurt, injure, embarrass, upset or discomfort that person. It is premeditated and persistent. There is an imbalance of power making it hard for those who are being bullied to defend themselves.

Forms of bullying

Physical – punching, pushing, kicking, hurting; demanding money or property; damaging property; forcing a person to do things against their will

Verbal – malicious teasing; insults about race, religion or culture; offensive name calling or comments

Indirect – spreading rumours or stories about a person; being left out, ignored or excluded from groups

Electronic/cyber bullying – via text; via social media sites; via email; via images/videos posted on the internet or spread by mobile phone

Types of bullying

Although anyone can be bullied for almost any reason or difference, some children may be more vulnerable to bullying than others. Research has identified various different types of bullying experienced by particular vulnerable groups of children.

These include bullying related to:

ethnic, cultural and religious backgrounds

gender

gender identity

sexual identity

special educational needs and disabilities

being gifted or talented

appearance or health conditions

home circumstances e.g. young carers or looked-after children

Bullying is a complex type of behaviour occurring between individuals and groups.

Different roles within bullying situations can be identified and include:

The ring-leader, who through their position of power can direct bullying activity

Assistants/associates, who actively join in the bullying (sometimes because they are afraid of the ring-leader)

Reinforcers, who give positive feedback to those who are bullying, perhaps by smiling or laughing

Outsiders/bystanders, who stay back or stay silent and thereby appear to condone or collude with the bullying behaviour

Defenders, who try and intervene to stop the bullying or comfort pupils who experience bullying.

Some children can adopt different roles simultaneously or at different times e.g. a bullied child might be bullying another child at the same time, or a 'reinforcer' might become a 'defender' when the ringleader is not around.

Recognising Signs and Symptoms

Some children are more vulnerable to bullying than others and our staff are sensitive to the changes of behaviour that may indicate that a child is being bullied.

Children who are being bullied may demonstrate physical, emotional and behavioural problems. The following physical signs and behaviour could indicate other problems but bullying will be considered as a possibility:

Being frightened of walking to or from the academy

Losing self confidence and self-esteem

Being frightened to say what is wrong

Developing unexplained cuts, bruises and other injuries

Unwilling to go to the academy, development of school phobia and unusual patterns of non-attendance

Failing to achieve potential in academy work

Becoming withdrawn, nervous and losing concentration

Becoming isolated and disengaged from other children

Developing changes in physical behaviour such as stammering and nervous ticks

Regularly having books or clothes destroyed

Having possessions go 'missing' or 'lost' including packed lunch and money

Starting to steal money (to pay the perpetrator)

Becoming easily distressed, disruptive or aggressive

Developing problems with eating and food

Running away

Developing sleep problems and having nightmares

Developing suicidal thoughts or attempting suicide.

Where children are exhibiting extreme signs of distress and changes in behaviour, the academy will liaise with parents/carers and where appropriate, relevant health professionals and agencies such as the academy nurse/G.P. and the Child and Adolescent Mental Health Service.

Recognising Why Children Might Bully Others

Children may bully for a variety of reasons. Recognising why children bully supports the academy in identifying children who are at risk of engaging with this type of behaviour. This enables the academy to intervene at an early stage to prevent the likelihood of bullying occurring and to respond promptly to incidents of bullying as they occur.

Understanding the emotional health and wellbeing of children who bully is key to selecting the right responsive strategies and to engaging the right external support.

Possible reasons why some children may engage in bullying include:

Struggling to cope with a difficult personal situation e.g. bereavement, changes in family circumstances

Liking the feeling of power and using bullying behaviour to get their own way

Having a temperament that may be aggressive, quick tempered or jealous

Having been abused or bullied in some way

Feeling frustrated, insecure, inadequate, humiliated

Finding it difficult to socialise and make friends

Being overly self-orientated (possibly displaying good self-esteem) and finding it difficult to empathise with the needs of others

Being unable to resist negative peer pressure

Being under pressure to succeed at all costs.

Peer on Peer abuse

Peer on peer (or Child on Child) abuse in any form is not tolerated in the academy as laid out in our Safeguarding Children Policy. Whether a one off incident or part of a pattern of behaviour constituting bullying it will always be taken seriously and swiftly acted upon, under the appropriate policy e.g. safeguarding, behaviour, bullying and a risk assessment completed as required. Students will be encouraged to report any concerns freely.

It will not be dismissed as 'banter' or 'part of growing up'. These issues will be part of PSHE /RSE lessons and discussions. Victims will be supported through the school's pastoral system.

Our Aims

We strive to:

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- make clear to everyone within our whole academy community that no form of bullying is acceptable and to prevent, de-escalate and /or stop any continuation of harmful behaviour
- encourage and equip the whole academy community to report all incidents of bullying, including those who have experienced being bullied and bystanders who have witnessed an incident
- respond quickly and effectively to incidents of bullying using a restorative approach and /or sanctions where necessary
- apply reasonable and proportionate disciplinary sanctions to children causing the bullying
- support children who are bullying in recognising the seriousness of their behaviour and to offer support and counselling to help them to readjust their behaviour
- safeguard and offer support and comfort to children who have been bullied and provide longer term support where necessary to reduce the likelihood of negative effects on their behaviour and self-esteem
- address the emotional and behavioural needs of children who bully others to reduce the likelihood of repeated incidents of bullying
- ensure all staff are trained and supported to enable them to model positive relationships
- regularly monitor incidents of bullying and harassment and report to responsible bodies e.g. governors
- provide a curriculum framework for Personal Social and Health Education and Citizenship that includes learning about bullying, diversity, discrimination and personal safety.

Academy Action/Procedures

All incidents, which are reported to academy staff, will always be dealt with and recorded in our CPOMS system. The head teacher will keep a record of all incidents. Each incident must be handled individually once the problem and the children have been identified. The academy uses the 'No Blame Approach' and each adult is committed to recognising and putting an end to acts of bullying or harassment.

- All staff to be informed
- All action to be recorded
- Full investigation including monitoring to be carried out
- Reported to the parents of the children involved if necessary
- Name of the child committing the bullying will not be disclosed except under exceptional circumstances
- A behaviour modification programme will be implemented in extreme cases
- Persistent occurrence will necessitate the involvement of outside agencies

Responding to Incidents of Bullying

The procedure and stages in responding effectively to bullying at our academy are:

Monitoring and recording behaviour and relationship issues

The academy follows a clear behaviour management system, which enables challenging behaviour and relationship problems to be identified, recorded and addressed. This process is part of the academy's overall Behaviour Policy. It supports the detection of bullying and allows for intervention at an early stage.

Making sure the person being bullied is safe and feels safe

When a child reports being bullied, the academy will acknowledge their concerns and the incident will be taken seriously. Incidents of bullying reported by witnesses are treated in the same manner and will always lead to a conversation with the targeted child.

Establishing and recording what happened by listening to the targeted child

After listening to the views and feelings of the targeted child and their account of what has happened to them, the academy will record the incident appropriately by completing Section A of the Bullying Incident Report Form (see Appendix A Sample Bullying Incident Report Form) where bullying has occurred.

Section A includes:

Date, time incident reported

Member of staff to whom the incident was reported

Date, time, location of alleged incident

Nature of the alleged incident from the perspective of the person being bullied

Date, time when parents/carers were informed.

When an incident of bullying is reported the academy will endeavour to make a written record of this incident within 24 hours of the incident occurring. Written records are factual and where opinions are offered these will be based on factual evidence. Recording incidents helps to build a picture of behaviour patterns in academy e.g. who, when, how, what action taken. It enables the academy to manage individual cases effectively and monitor and evaluate the effectiveness of strategies.

Deciding upon a response

After listening to the account of the targeted child, the academy will discuss an appropriate course of action with them. All incidents of bullying will be responded to seriously and the behaviour of those who have been bullying will be challenged. Parents will be consulted.

A Restorative Approach

Where appropriate and in most cases of bullying the academy will initially consider the use of a Restorative Approach to resolve the situation. A Restorative Approach involves perpetrators of bullying, focusing on their unacceptable behaviour in an emotionally intelligent way and ensures children causing harm are held to account for their behaviour by enabling them to:

Accept responsibility for the harm caused to the individual being bullied

Accept responsibility for the harm caused to others (for example staff, friends or family)

Recognise the need to take action to begin to repair the harm caused

Agree a range of helpful actions to repair the harm caused, which will be monitored over an agreed period of time.

We believe that all bullying is unacceptable but that many children who display anti-social behaviour and lack empathy for others can be helped to understand the consequences of their actions and change their behaviour for the long term.

Sanctions

In certain cases of bullying, the use of sanctions will be considered e.g. in cases of serious bullying such as where violence has been used or where a restorative approach has been unsuccessful in preventing further incidents of bullying.

Sanctions will be applied fairly and proportionately in accordance with the academy's Behaviour Policy, taking account of any special educational needs or disabilities that children may have and taking into consideration the needs of vulnerable children. Bullying by children with disabilities or SEN is no more acceptable than bullying by other children. However, for a sanction to be reasonable and lawful the academy will take account of the nature of the children's SEND and the extent to which they understand and are in control of what they are doing.

Disciplinary sanctions are intended to:

Impress on the perpetrator that what he/she has done is unacceptable

Deter him/her from repeating that behaviour

Signal to other children that the behaviour is unacceptable and deter them from doing it.

The consequences of bullying should reflect the seriousness of the incident. The academy takes verbal and indirect bullying as seriously as physical bullying. When deciding upon appropriate sanctions for bullying the academy will ensure that the sanctions address bullying behaviour in a way which does not lead to an escalation of the behaviour but instead supports a resolution to the problem.

Like the academy's restorative approach, sanctions for bullying are intended to hold children to account for their behaviour and ensure that they face up to the harm they have caused and learn from it. They also provide an opportunity for the children to put right the harm they have caused. Where appropriate the academy may use

sanctions in conjunction with the academy's restorative approach. The academy will draw upon the academy's Behaviour Policy for Positive Behaviour and follow the system for sanctions.

In the case of more serious and persistent bullying, where the perpetrator has not responded to the academy's restorative strategies (see above) or sanctions, the academy may consider excluding the perpetrator from the academy.

Some children who have been subjected to bullying can be provoked into violent behaviour. Where an attack has been provoked after months of persistent bullying, the academy will view this behaviour differently from an unprovoked attack and will ensure that sanctions are proportionate to the circumstances.

Responding to incidents of cyberbullying

The academy will follow the above procedures alongside the academy's E-Safety policy which provides guidance on responding to different forms of cyberbullying and the safe and responsible use of technology.

Responding to incidents of bullying which occur off the academy premises.

Bullying can and does happen outside academy and in the community. Bullying is a relationship issue and its occurrence reflects the ways in which children socialise in academy and in the wider community. We believe that bullying is unacceptable wherever and whenever it happens.

When an incident of bullying is reported and has occurred off the academy site and out of academy hours e.g. walking to and from academy, the academy will follow the guidance in the Behaviour Policy.

We encourage children to seek help and to tell us about incidents of bullying that happen outside the academy so that we can:

Raise awareness among the whole academy community of possible risks within the community e.g. gangs/county lines

Make contact with local police officers and representatives from the Youth Service, Locality Teams and other organisations (including sports clubs and voluntary organisations)

Offer children and parents/carers strategies to manage bullying off the academy premises e.g. guidance on how to keep safe on the internet and when using technology.

Working with Parents /Carers

Where we have become aware of a bullying situation, parents/carers of the child/young person who is being bullied will be informed. Parents/carers will be contacted via a phone call/ email and may be invited to the academy to discuss their child's situation. We will endeavour to involve parents/carers of children who have been bullied constructively at an early stage to support the process of working together to find ways of resolving the situation and bringing about reconciliation.

The outcome of the meeting and agreed actions/responses will be recorded by the academy on the academy's Bullying Incident Report Form (see Appendix A Sample Bullying Incident Report Form) and placed on CPOMS.

We will work alongside those parents/carers whose children have been bullied to support them in developing their children's coping strategies and assertiveness skills where appropriate. Parents/carers are initially encouraged to refer their concerns to the class teacher. Senior members of staff will be involved where appropriate. Parents/carers are encouraged to note details of the incident to share with the class teacher. Again, a record of the incident and the agreed actions/response made at the meeting will be recorded by the academy and added to the academy's Bullying Incident Report Form (see Appendix A Sample Bullying Incident Report Form). The academy will discuss the possible responsive options with the parents/carers and the bullied child and agree a way forward.

Where a Restorative Approach has failed to modify the behaviour of a perpetrator and the bullying is continuing or when sanctions are to be used, the parents/carers of the perpetrator will be invited to the academy to discuss their child's behaviour. The outcome of the meeting and agreed actions/responses will be recorded by the academy on the academy's Bullying Incident Report Form (see Appendix A Sample Bullying Incident Report Form). A problem-solving approach will be adopted with parents/carers e.g. 'It seems your son/daughter and (other child) have not been getting on very well' rather than 'your son/daughter has been bullying....' While we firmly believe that all bullying is unacceptable and that the perpetrators should be made to accept responsibility for their behaviour and make amends, we understand that a cooperative ethos is desirable when trying to reach a resolution that is effective and long lasting. Parents/carers of those causing the bullying will also have support to come to a balanced view of what is happening and appreciate their role in helping their children to learn about the consequences of their actions and adopt alternative ways of behaving. We will ensure that staff and all parents/carers remain fully aware of the measures that have been put into place to prevent the occurrence of further incidents. Follow up appointments are made with parent/carers to share these agreed measures and to monitor their success in preventing further bullying.

Following Up / Supporting and Monitoring

After following the academy's procedures for responding to an incident of bullying we will consider employing further longer term measures/strategies to minimise the risk of bullying occurring in the future and to ensure that children feel safe. Strategies include longer-term support for all parties including the person being bullied, bystanders and the person who has perpetrated the bullying.

Our strategies include:

Providing opportunities for class Circle Time where children can explore the needs of their peers. These are planned sessions in which the teacher facilitates a safe and positive environment for children to take turns, if they choose to talk about an issue of concern. The whole group is encouraged to listen carefully and discuss ways to help the individual in a problem-solving way

Accessing support from external agencies and professionals including educational psychologists, Specialist Teaching Services, Race Equality and Diversity Services.

Providing opportunities for children who have been bullied or are bullying to attend social skills groups to develop emotional resilience and learn skills in assertiveness, listening, negotiating and empathising with others.

Providing supportive and nurturing structures such as a 'Circle of Friends' or 'bubble' groups for identified vulnerable individuals.

Prevention

Our whole academy community works together to reduce bullying as part of our efforts to promote a positive and inclusive whole academy ethos and create a safe, healthy and stimulating environment. Alongside responsive strategies for dealing with incidents of bullying, we promote a whole academy approach to implementing proactive and preventative interventions to reduce bullying. These interventions are implemented at a academy, class and individual level.

Our approaches include:

Implementing an effective academy leadership that promotes an open and honest anti-bullying ethos

Adopting positive behaviour management strategies as part of the academy's Behaviour Policy

Implementing a whole academy approach to the teaching of PSHE and Citizenship

Ensuring that the academy's anti-bullying statement is actively promoted in assemblies and other formal occasions, as well as displayed around the academy

Providing training on behaviour management and anti-bullying for all relevant staff including midday supervisors

Providing a academy council and regular Circle Time, enabling children to talk about their feelings and concerns in a safe environment and to enable them to share concerns about bullying

Providing peer support systems such as playground Pals /Friendship Benches and peer mentors

Reviewing the development and supervision of the academy inside and outside including the outdoor areas and playground to ensure provision is safe, inclusive and supports children's emotional wellbeing.

Providing confidential communication systems such as Worry Boxes and access to Learning Mentors

Working with children to identify key individuals with whom they can confide

Providing social skills groups for vulnerable individuals and groups as appropriate

Providing mixed age house systems to allow children from different age groups to socialise and support each other

Providing a transition programme to support children moving across year groups and key stages

Providing information on support agencies such as ChildLine including telephone numbers for help lines and addresses for supportive websites

Delivering the Curriculum for Positive Relationships and AntiBullying

The PSHE and Citizenship curriculum plays a valuable role in preventative work on bullying. The PSHE and Citizenship curriculum supports the development of children's self-esteem and their emotional resilience and ability to empathise with others. The curriculum provides opportunities for children to learn and develop the skills to identify manage and challenge incidents of bullying as well as providing opportunities for children to learn about bullying in relation to the wider context of diversity and inclusion.

Work on bullying as part of the PSHE and Citizenship curriculum is taught through:

Designated lessons

Other curriculum areas such as Religious Education and History

Enrichment activities such as visits from drama groups / outside agencies

Work on British Values which includes focus on tolerance, diversity and respect

Children's Consultation and Participation

We consider listening to the voices of children and actively seeking their views and opinions regarding bullying as an important part of our preventative work. Ways in which we audit how bullying is being addressed include, listening to children and ensuring they are given the opportunity to speak out, and have their voices heard on their experiences of bullying. Children are actively encouraged to participate in identifying both the problems and solutions to bullying; reviewing and developing the academy's Anti-Bullying Policy and practice and engaging in initiatives to support an anti-bullying ethos in academy.

Children actively participate in:

Class and academy councils, house groups

Focus groups and face to face discussions

Active learning and interactive learning techniques included in PSHE and Citizenship such as mind mapping sessions, role play, puppets, group work and creative arts

Surveys including questionnaires, Draw and Write and research designed and carried out by children

Involving Outside Agencies

The academy seeks the support and guidance from relevant local and national agencies and organisations that work collectively to ensure that those who work with and support children are equipped with the skills and knowledge to address bullying effectively.

Monitoring and Evaluating the Anti-Bullying Policy

The academy's Anti-Bullying Policy and practice is regularly monitored and evaluated to ensure its effectiveness. This process includes reviewing the academy's definition of bullying and identifying new types and forms of bullying as they emerge. The Policy review involves monitoring and evaluating anti-bullying preventative and responsive strategies to ensure the academy's practice is effective and successful in fostering an ethos that inhibits bullying and promotes inclusion and respect for diversity.

The review process involves collecting data on the prevalence of bullying at the academy and gathering the views and different perceptions of the whole academy community including staff, governors, children and parents/carers using a range of methods such as:

Surveys and questionnaires

Focus groups and interviews

Whole academy audit tools. The head teacher regularly analyses behaviour records and records of bullying incidents to identify patterns of behaviour regarding individuals and groups of children, and places and times where bullying may be occurring.