

The Anti-Bullying Policy of St Martin's Academy forms part of the overall aims of the school which promote positive behaviour between all members of the school and its community. The Governors, staff and students of the Academy agree that bullying is unacceptable and incidents of bullying should be dealt with in a serious and thoughtful manner. We recognise that all members of the school have the responsibility to reduce bullying and contribute to and support anti-bullying measures.

Purpose & Scope

This policy supports the school in ensuring that the St Martin's Academy ethos of 'Excellence, Inspiration & Care' is met along with the right of all pupils to be respected, to feel safe and be happy within a happy, purposeful, caring, safe and stimulating environment.

It's fair application, in line with current safeguarding legislation, ensures that every student has the right to be safe and happy at school, have the right to enjoy their learning and leisure time free from intimidation both in and out of school. We aim to encourage learners to have the confidence to talk to staff and others when they feel unhappy or at risk. We also encourage learners to adopt safe and responsible practices in using new technologies, including the Internet.

Our policy is also in line with the advice and guidance recommended by the DfE.

This policy will be used by all staff and will apply to all students regardless of age and ability. Reporting of bullying incidents will require liaison with Key Stage/Phase Leaders and the recording of incidents will be their responsibility.

Bullying: A definition.

- Deliberately intimidating or hurtful behavior to make another person feel uncomfortable, distressed or threatened.
- Repeated over time.
- Behaviour which makes those being bullied feel powerless to defend themselves.

We recognize bullying to include:

- Emotional (being unfriendly, excluding, tormenting, threatening behaviour)
- Verbal (name calling, sarcasm, spreading rumours, teasing)
- Physical (pushing, kicking, hitting, punching or any use of violence)
- Indirect (spreading rumours, excluding someone from social groups or a group targeting of any individuals)
- Extortion (demanding money/goods with threats)
- Cyber (all areas of internet, email and internet chatroom misuse)
- Mobile threats by text messaging and calls, misuse of associated technology i.e. camera and video facilities including those on mobile phones.
- Racist (racial taunts, graffiti, gestures)
- Sexual (unwanted physical contact, sexually abusive comments)
- Homophobic (because of, or focusing on the issue of sexuality)

Recognising Victims of Bullying.

A person may indicate by signs or behaviours that they are being bullied. Everyone should be aware of these possible signs and should investigate if the person;

- Is unwilling to go to school
- Becomes withdrawn, anxious or lacking in confidence
- Becomes aggressive, abusive, disruptive or unreasonable
- Starts stammering
- Threatens or attempts suicide
- Threatens or attempts self harm
- Threatens or attempts to run away
- Cries themselves to sleep at night or has nightmares
- Feels ill in the morning
- Performance in school work begins to drop

- Comes home with clothes torn, property damaged or 'missing'
- Asks for money or starts stealing money
- Has dinner or other monies continually 'lost'
- Has unexplained cuts or bruises
- Comes home 'starving'
- Bullying others
- Changes in eating habits
- Is frightened to say what is wrong
- Afraid to use the internet or mobile phone
- Nervous or jumpy when a cyber message is received
- Gives improbable excuses for their behavior
- Over affectionate
- Bed wetting
- Excessively self-critical
- Uses avoidance tactics

Preventing Bullying

The School's Commitment:

As a school and as members of staff we will:

- Always regard bullying as unacceptable behaviour.
- Actively seek to provide an environment in which all members feel valued, listened to, respected, successful and safe.
- Recognise and praise efforts made by children which promote good relationships and support anti-bullying initiatives.
- Act as positive role models for children.
- Use PSCHE, Circle Time and other lessons and assemblies to promote opportunities for children to learn how to relate to others, how to manage conflict in relationships, develop self esteem, listening skills, assertiveness and co-operative behaviour.
- Use teaching time and assemblies where appropriate to show children how to block and report cyber bullying and to recognise risks of using online communications.
- Be alert and aware of situations where bullying could occur.
- Be approachable, responsive and alert to changes in behaviour which may be the result of bullying. (N.B. All staff can be approached eg. Teachers & assistant teachers, administrative staff, senior buddies etc)
- Treat reports of bullying in a sensitive and confidential way.
- Investigate incidents of bullying in a consistent way, respecting the confidentiality of the victim or person(s) reporting the incident (unless Child Protection issues are raised).
- Take action in relation to the bully and inform the victim of this.
- Pursue a 'Solution Focused' approach balancing positive/ learning focused aims designed to sort out any problems, with the need for fairness, justice and safety.
- Inform the parents/carers of the victim and the bully.
- Record the incident in the bully's file and in the Bullying Incident Report Book.
- Consult, monitor, review and make improvements to the Policy and associated procedures.
- Provide a variety of ways in which children can report bullying concerns safely and anonymously if necessary eg. e-mail, mentors.

Our Learner's Commitment:

As pupils at ST martin's Academy we will:

- Show respect to everyone whenever possible.
- Avoid negative and hurtful language when speaking to others.
- Avoid and discourage arguments and fights.
- Avoid actions and gossip which may cause problems between other students.
- Ignore students who are trying to cause trouble.
- Take action when we see bullying taking place (eg. by helping the victim or reporting to an adult).
- Avoid being a further victim of a bully by standing by whilst bullying is taking place.
- Where appropriate draw attention to unacceptable incidents.

Our Parent's Commitment:

As parents and carers of children at St Martin's Academy we will:

- Alert the school if a child reports that his/her life is being made miserable because of the actions of others.
- Alert the school if a child shows signs of behaviour which may indicate that bullying is a problem. (See policy)
- Talk, listen to and take seriously any problems raised by the student.
- Give advice about avoiding bullying and areas where bullying may occur.
- Help the child to develop other enjoyable interests to raise self confidence and self esteem and help the child to be happier.
- Monitor and/or supervise the use of new technologies such as the Internet that could be a source of Cyber-bullying.

Responding to Bullying Behaviour in School.

It is essential that students, staff and/or parents alert the team to any bullying that takes place so that it can be prevented as early as possible. All reports of bullying will be taken seriously and followed up.

What pupils should do:

- Those who have been bullied, or those who witness bullying that they believe will not be reported by the victim, should report this to a member of the school team.
- Pupils should report this to their teacher or any other member of staff
- Once the reported incident has been dealt with, pupils should report any further incident of bullying immediately

Procedures for Dealing with Incidents of Bullying.

If bullying is suspected or reported, the incident should be dealt with as soon as possible by the member of staff who has been approached.

- If necessary the situation must be made safe. i.e. control of the bully and support for the victim.
- Victims, bullies and witnesses will be interviewed separately and a clear account of events will be recorded.
- The class teacher and phase leader as well as a member of the senior leadership team will be informed and where necessary parents contacted.
- Once all necessary information has been gathered, a judgement will be made about the most appropriate strategies to use. Where possible we will adopt a joint problem solving approach and ask the pupils involved to help us find solutions to the problems. This will encourage them to take responsibility for their actions and for the emotional and social needs of others.

BULLYING OUTSIDE THE SCHOOL PREMISES

Schools are not responsible for bullying that occurs off the school premises. However, in the interests of all pupils, we reserve the right to deal with incidents involving our pupils on the way to and from school. In the case of bullying by pupils from other schools or by people who are not at school at all we will work with other agencies to help them deal with it. This may include the headteacher of another school, and the police.

ADVICE FOR PARENTS AND PUPILS

Parents can help by:

- Supporting and promoting our anti-bullying policy and procedures in discussions with their child
- Discussing with their child 's teacher any bullying concerns they may have about their child and working with the school to resolve them
- Helping to establish an anti-bullying culture outside of school

Pupils are expected to:

- Report all incidents of bullying
- Report suspected incidents that victims may be afraid to report
- Support each other and work with school staff to ensure that everyone feels safe and nobody feels excluded or afraid in school.

Safeguarding

All staff have appropriate child protection and safeguarding training with the senior leadership team the designated leads responsible for monitoring safeguarding issues in school. We actively encourage our children to use modern technology to the fullest of its potential. In this school we believe that the best protection from the dangers that can exist around online safety is to develop pupil's awareness through our teaching and their learning. All staff have had PREVENT training and are aware of the dangers that can exist to children's well-being in its many forms.

Responses to Bullying

Pathways of Help – Appendix 1

References

Appendix 2

Appendix 1

PATHWAYS OF HELP

Child is bullied

Step 1

Student personally approaches:
Buddy/Peer Mentor
Class Teacher
Non Teaching trusted member of the Academy community
Support Staff

If continues

Step 2

Student meets with class teacher
Discussion on the facts
Suggested ways forward
Short review time

If continues

Step 3

Discussion/Interview with all parties
Will use: suggested and agreed actions/strategies
Parents informed
Short term review

If continues

Step 4

Senior member of staff directs to a variety of help strategies delivered by 'trained' personnel e.g.

- Restorative justice
- Mediation/counselling
- Anger management training & self help
- Peer Mentor/Buddy support
- External Agencies – Connexions
- Circle of friends

If continues

Step 5

Headteacher and Chair of Governors inform/seek advice.

Appendix 2

Support Agencies

Kidscape

www.kidscape.org.uk

02077303300

Childline – advice and stories from children who have survived bullying

08000 1111

Bullying on line

www.bullying.co.uk

Parentline Plus – advice and links for parents www.parentlineplus.org.uk

08088002222

Parents Against Bullying

01928 576152

Useful sources of information

Stonewall - the gay equality organisation founded in 1989. Founding members include Sir Ian McKellen. www.stonewall.org.uk.

Cyberbullying.org - one of the first websites set up in this area, for young people, providing advice around preventing and taking action against cyberbullying. A Canadian based site www.cyberbullying.org

Chatdanger - a website that informs about the potential dangers online (including bullying), and advice on how to stay safe while chatting www.chatdanger.com

Think U Know - the Child Exploitation and Online Protection Centre (CEOP), has produced a set of resources around internet safety for secondary Academics www.thinkuknow.co.uk

Know IT All for Parents – a range of resources for primary and secondary Academics by Childnet International. Has a sample family agreement www.childnet-int.org/kia/parents