



Anti-Bullying Policy

Date of last review: September 2019
Lead reviewer: Nicola Penlington
Approved by: Local Governing Body
Approved on: 10 October 2019
Date of next review: September 2021

Definition

This policy refers to all forms of bullying - this includes bullying relating to race, religion and culture, homophobic bullying, bullying related to special educational needs and disabilities, sexist and sexual bullying, and the use of cyber technology to bully.

'Bullying is behaviour by an individual or group, usually repeated over time, that **intentionally** hurts another individual or group either physically or emotionally' (Preventing and Tackling Bullying, Advice for School Leaders, Staff and Governing Bodies, 2011, Department for Education)

Bullying will not be accepted or condoned. All forms of bullying will be addressed.

Bullying can include:

- Physical pushing, kicking, hitting, pinching etc.
- Name-calling, sarcasm, spreading rumours, persistent teasing and emotional torment through ridicule, humiliation, and the continual ignoring of individuals
- Racial taunts, graffiti, gestures
- Sexual comments, and/or suggestions
- Unwanted physical contact

We are aware that children from ethnic minorities, disabled children and those with learning difficulties are more vulnerable to this form of abuse and may well be targeted.

Aims

The aims of our anti-bullying policy are as follows:

- For all members of the community to understand what bullying is, and that it is unacceptable.
- To create an ethos in which attending our school is a positive experience for all members of our community, based around our core value of REPSECT.
- To make it clear that all forms of bullying are unacceptable at our school.
- To enable everyone to feel safe whilst at Keresley Academies Primary Academy.
- To encourage pupils to report incidents of bullying, including cyber bullying.
- To deal with each incident of bullying as quickly and as effectively as possible, taking into consideration the needs of all parties and of our community, and, as a result, to reduce the incidents of bullying.
- We maintain and develop effective listening for children and staff within our school.
- To support and protect victims of bullying and ensure they are listened to.
- To help and support children/young people displaying bullying behaviour to change their attitudes and understand why it needs to change.

- To liaise with parents and other appropriate members of our community.
- To ensure all members of our community feel responsible for helping to reduce bullying.
- To ensure staff are trained in listening to children and recognising the signs of bullying.
 - <http://www.anti-bullyingalliance.org.uk>
- Staff are up to date with current guidance.
 - https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/444862/Preventing_and_tackling_bullying_advice.pdf
- To ensure bullying is recorded on Behaviour Watch, and incidents tracked.

Reporting Bullying:

Children:

- All children are encouraged to report any incidents of poor behaviour, including bullying.
- Children can write their concerns and post them into the school Worry Box.
- Children can speak to any member of staff, including Learning Mentors.
- Children are told to report bullying that they know about, not just incidents that they are involved in.

Families:

- Please make a report in person, by telephone or making an appointment through the school office.
- Please contact the school by phone and ask to speak to your child's teacher or the Headteacher/Deputy Headteacher

Please email the school:

Our contact details are:

- Nicola.penlington@keresleyacademies.coventry.sch.uk
- John.astley@keresleyacademies.coventry.sch.uk
- admin@keresleyacademies.coventry.sch.uk
- office@knpa.warwickshire.sch.uk

Investigating allegations of bullying

When parents have raised a concern about a potential bullying issue, it is important that they are assured that action will be taken.

Our response will be as follows:

- The Head, will contact the parent making the report about your concern as soon as practicably possible.

- The Head will talk to all parties concerned to establish what has happened and if the incident is considered bullying, considering :
 - Has the incident with the same person or people occurred several times within a reasonably short period of time?
 - Is it a disagreement or the result of play which has got out of hand?
 - Is it a 'falling out of friends' matter?
 - Is the child has at least partial responsibility for the incident?
 - Is there a pattern to the incidents?
 - Is there a change in the child's behaviour?
- The Head will talk to the parents of the victim and the parents of the bully.
- A record will be made on Behaviour Watch.
- Action will be taken to support all parties to ensure the behaviour is not repeated, focused around our core value of RESPECT.
- A Yellow Letter or Exclusion may follow, at the discretion of the Headteacher.
- Please be aware that we cannot discuss any other child except your own.
- Some forms of bullying such as Racist is reportable to the Local Authority.

Our approaches to dealing with bullying:

We believe that everyone involved in the life of Keresley Academies must take responsibility for promoting a common anti-bullying approach.

- We have clear standards of expected behaviour, rewards and sanctions.
- Emphasis is made on behaving in a respectful and caring manner to children/young people and colleagues, to set a good tone and help create a positive atmosphere for learning and life.
- We raise awareness of bullying, including cyber bullying, through the curriculum including activities, stories, role-play, discussion, peer support, Respect Ambassadors, etc.

Governors

Governors have a duty to:

- Be fully informed on matters concerning anti-bullying.
- Regularly monitor incident reports and actions taken to be aware of the effectiveness of this policy.
- Identify one governor to be the nominated 'link' within the leadership structure.
 - Our governor is Carol Blair.

Through the development and implementation of this policy, we at Keresley Academies hope that all children, parents/carers and staff will:

- Feel confident that everything is being done to make our school a safe and secure environment in which quality learning can then take place.
- Feel supported in reporting incidents of bullying, including cyber bullying.

- Be reassured that if any member of our school 'tells', they will be listened to with sensitivity and respect, and action will follow.

Monitoring, evaluation and review

The school will review this policy every two years and assess its implementation and effectiveness.

This policy will be promoted and implemented throughout the school.

This policy is part of our commitment to safeguarding children.