



# Harriers Banbury Academy

an Aspirations Academy

## **POLICY TITLE: Anti-Bullying Policy**

### **Persons with Responsibility:**

Alex Pearson (Executive Principal)  
Jo Agate (Vice Principal)  
Steph Pamplin (Assistant Principal)  
Jess Goulding (Assistant Principal)  
Laura East (SENDco)  
Rachel Thewlis (Behaviour team)  
Nancy Hawkins (Welfare Manager)  
Amy Willson (Business Manager)

### **Documents consulted:**

Home-School Agreement  
Attendance Policy  
Public Sector Equality Duty Statement  
E-safety Policy  
Exclusions Policy  
Safeguarding including Child Protection Policy  
Zones of Regulation book  
Keeping Children Safe in Education  
Behaviour for learning policy

### **Policy History:**

<b>Issue No.</b>	<b>Date</b>	<b>Author</b>	<b>Summary of Changes</b>	<b>Next Review Date</b>
2	September 2020	Reviewed JA, AW	Update from the changes to Keeping Children Safe in Education 2020	September 2021
1	September 2019	AR Reviewed JA, AW	Update from the changes to the behaviour policy September 2019 and Keeping Children Safe in Education 2019	September 2020

## Statement of Intent

At Harriers Banbury Academy we are committed to providing a warm, caring and safe environment for all our children so that they can learn and play in a relaxed manner. We acknowledge that bullying does happen from time to time – indeed, it would be unrealistic to claim that it does not. When bullying does occur, everyone should feel able to tell someone and know that incidents will be dealt with promptly and effectively in accordance with our anti-bullying policy.

## Aims and Objectives

The aim of this policy is to try and prevent and deal with any behaviour deemed to be bullying. The implementation of this policy (alongside our Behaviour for Learning Policy) will create an ethos where bullying is regarded as unacceptable so that a safe and secure environment is created for everyone to learn and work in. All members of the school have a responsibility to recognise bullying when it occurs and take appropriate action in accordance with the school policy. This will happen in the following ways:

- The school will meet the legal requirement for all schools to have an anti-bullying policy in place.
- The school will work closely with other professional agencies to ensure that children stay safe as stated in The Children Act 1989, Children and Families Act 2014, The Special Educational Needs and Disability Regulations 2014, Keeping Children Safe in Education 2019 and The Children Act 2004.
- All governors, teaching and non-teaching staff, pupils and parents/guardians will have an understanding of what bullying is.
- All stakeholders will know and understand both what bullying is and what the school policy is on bullying and will consistently and swiftly follow it when bullying is reported.
- Pupils and parents/guardians will be assured that they will be supported when bullying is reported.
- Whole school initiatives (staff training, assemblies etc.) and proactive teaching strategies (PHSE [Personal, Health & Social Education] lessons, circle time etc.) will be used throughout the school to reduce the opportunities for bullying to occur.
- A positive, caring ethos will be created within the school environment where everyone can work, play and express themselves, free from the fear of being bullied.

## What Is Bullying?

The school has adopted the following collaborative definition of bullying which is our shared understanding of what bullying is:

**Bullying is any deliberate, hurtful, upsetting, frightening or threatening behaviour by an individual or a group towards other people. It is repeated over a period of time and it is very difficult for the victims to defend themselves (remember STOP – it happens Several Times On Purpose). Bullying is mean and results in worry, fear, pain and distress to the victim/s.**

It is important to understand that bullying is not the odd occasion of falling out with friends, name calling, arguments or when the occasional trick or joke is played on someone. It is bullying if it is done several times on purpose (STOP). Bullying can happen anywhere at any time.

Refer to the E-safety Policy for information regarding cyberbullying procedures.

## **Signs and Symptoms**

A child may indicate, by different signs or behaviour, that he or she is being bullied. Adults should be aware of these possible signs and investigate further if a child:

- is frightened of walking to or from school
- doesn't want to go to school
- becomes withdrawn, anxious or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to under-perform in school work
- comes home with clothes torn or books damaged
- has possessions go "missing"
- asks for money or starts stealing money (to pay the bully)
- has unexplained cuts or bruises
- comes home starving (money/snack/sandwiches have been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above

It is important to remember that these signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be taken seriously and investigated as soon as possible. These are only guidelines as children can display signs of needing help in many different forms.

Bullying of any kind is unacceptable and will not be tolerated in our school. We take all incidents of bullying seriously. Bullying hurts. No-one deserves to be a victim of bullying. Everybody has the right to be treated with respect and pupils who are bullying others need to learn different ways of behaving.

## **Monitoring and evaluation of the policy**

To ensure this policy is effective, it will be regularly monitored and evaluated by the stakeholders.

Key Stage Leaders and the Inclusion and Welfare Manager will report to SLT and regional governors on behaviour trends across the school using analysis of pupil reflection forms. All bullying incidents will be logged and discussed by the Senior Leadership Team.

## **Procedures for dealing with bullying**

Parents/Carers and the Principal must be informed at every stage. The child involved will be made to feel comfortable and feel supported and safe.

1. Discussion with child involved alongside the Class Teacher.
2. Pupil incident forms will be filled out at this point.
3. Pair/group restorative to resolve the problem using a no blame approach and consequences lesson delivered to help the pupils involved understand how their actions are affecting others.
4. Class teacher and other members of staff to monitor the impact and situation.
5. Individual meetings with pupils and the Principal – at this point it is logged as bullying.
6. Parents, of all children involved, called in to meet with Principal.
7. Appropriate consequences will be put in place.
8. Exclusion – Governors informed.

These procedures are in chronological order and the aim is to calm the situation and prevent it from moving past step 3. However, each incident is dealt with on an individual basis and there may be cases in which it is appropriate to go straight in at step 4.

At each stage, staff will ensure that pupils are supported and helped to manage their emotions using our mantra that all behaviour is a form of communication. Staff will aim to dig down to the route of the behaviours and deal with them directly.

### Sources of further information support and help

There is a vast amount of information and guidance available about bullying that can provide a wide range of support and help. The following list is just a small selection of the support available that teachers, parents and children have found useful.

Name of Organisation	Telephone Number	Website
Kidscape	020 7730 3300 (general number) 08451 205 204 (Helpline for adults)	<a href="http://www.kidscape.org.uk">www.kidscape.org.uk</a>
Childline	0800 1111 (helpline for children)	<a href="http://www.childline.org.uk">www.childline.org.uk</a>
Parentline Plus	0808 800 2222	<a href="http://www.parentlineplus.org.uk">www.parentlineplus.org.uk</a>
Anti-bullying Alliance	0207 843 1901	<a href="http://www.anti-bullyingalliance.org">www.anti-bullyingalliance.org</a>
NSPCC	0808 800 5000	<a href="http://www.nspcc.org.uk">www.nspcc.org.uk</a>
BBC	Not available	<a href="http://www.bbc.co.uk/bullying">www.bbc.co.uk/bullying</a>
Department for Children, Schools & Families	Not available	<a href="http://www.dfes.gov.uk/bullying">www.dfes.gov.uk/bullying</a>
Beat Bullying	0208 771 3377	<a href="http://www.beatbullying.org">www.beatbullying.org</a>
Advisory Centre for Education (ACE)	0808 800 5793	<a href="http://www.ace-ed.org.uk">www.ace-ed.org.uk</a>
Anti-bully	Not available	<a href="http://www.antibully.org.uk">www.antibully.org.uk</a>
Bullying Online	020 7378 1446	<a href="http://www.bullying.co.uk">www.bullying.co.uk</a>
Bully Free Zone	01204 454 958	<a href="http://www.bullyfreezone.co.uk">www.bullyfreezone.co.uk</a>
The Children's Legal Centre	01206 872 466	<a href="http://www.childrenslegalcentre.com">www.childrenslegalcentre.com</a>
Anti-bullying Network	0131 651 6103	<a href="http://www.antibullying.net">www.antibullying.net</a>