



## Stuart Road Primary Academy

### Anti-Bullying Policy



#### **This policy will help us achieve the following school aims to:**

- Support everyone to have high expectations of ourselves and take responsibilities for our learning and behaviour and to always try to do our best.
- Understand and accept that we are all individuals and respect each other's differences.
- Care for everyone's well-being.

#### **Why have an anti-bullying policy?**

Stuart Road Primary Academy will not tolerate bullying and all incidents reported will be taken seriously. It is the responsibility of the whole school community to eradicate bullying by ensuring the continued development of a caring and supportive ethos. The school will also be equally concerned about bullying to and from school.

#### **What is bullying?**

Stuart Road Primary Academy 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 Time on Purpose). Bullying is mean and results in worry, fear, pain and distress to the victims.*

#### **Bullying can be:**

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures), ridicule and humiliation
- Verbal name calling, sarcasm, spreading rumours, threats, teasing, making rude remarks, making fun of someone
- Physical pushing, kicking, hitting, pinching, throwing stones, biting, spitting, punching or any other forms of violence, taking or hiding someone's things
- Racist – racial taunts, graffiti, gestures, making fun of a culture and religion
- Sexual unwanted physical contact or sexually abusive or sexist comments
- Homophobic because of/or focusing on the issue of sexuality
- Online/Cyber setting up 'hate websites', sending offensive text messages, emails and abusing the victims via their mobile phones
- Any unfavourable or negative comments, gestures or actions made to someone relating to their disability or special educational needs.

The word 'bullying' covers a whole range of strategies used by one or more persons against another person or persons as a means of gaining power over them. Bullying

involves regular cruelty to someone thought to be weaker. It can happen anywhere, in homes, schools, and the work-place.

### **Why does bullying matter?**

Care, courtesy and consideration are emphasized in our school community – the school tries to help each pupil to develop a positive self-image; bullying undermines this both for the 'bully' and the 'victim'.

The issues behind bullying are often complex patterns of behavior and are often deeply embedded. Whilst the school cannot hope to deal fully with all the personal needs that become apparent, it can create the opportunity to discuss fears and anxieties and to look at the reasons as to why the incidents may be occurring.

Whilst the school can and does make a significant contribution to the welfare and safety of pupils, it cannot do the job alone, nor can it be expected to resolve difficult personal problems that may give rise to anti-social behavior without the support and involvement of parents/guardians and when appropriate, other agencies.

### **How will this be achieved?**

The school will aim to prevent the occurrence of bullying by:

- Establishing clear guidelines and procedures
- Encouraging openness
- Making it clear that reporting of bullying is responsible behavior
- Informing and involving parents
- Seeking more opportunities for older pupils to support younger ones and lead by example

It is important to a pupil who insists that bullying is continuing after an attempt has been made to sort things out, as it is to respond to the initial approach made by a pupil.

In cases of 'serious' incidents or persistent bullying parents of both bully and victim will normally be contacted by the class teacher or Headteacher and the incidents reported on CPOMs.

Letters should indicate both the school's concern and its support for parents. If necessary outside agencies will be involved to lend support.

### **What to do if a child says they or others are being bullied?**

- Listen to pupils
- Take them seriously
- Make a judgement about what you hear and decide what steps need to be taken and who else needs to be involved
- If necessary seek advice from another member of staff
- If a pupil is very upset or frightened remove them to a quiet, safe environment

**The school will act promptly and firmly where bullying is identified. The school will:**

- Support children who are being bullied
- Help bullies to change their behaviour
- Take bullying seriously and find out the facts of any incident

### **How will this be monitored?**

All bullying complaints are raised with class teacher and phase leader. Phase leader will complete a monitoring form and take appropriate steps. All incidents are kept centrally on CPOMS for all relevant, key staff, including DSLs to access.

### **To be reviewed annually**