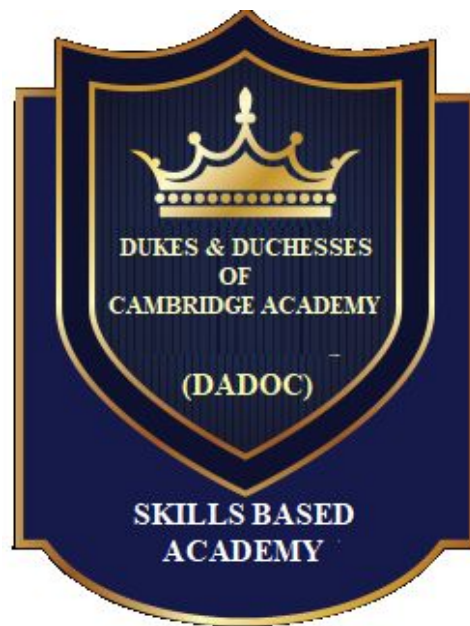




DUKES AND DUCHESSSES OF CAMBRIDGE ACADEMY



Last reviewed: 2020

To be reviewed: 2021



ANTI BULLYING POLICY

DUKES AND DUCHESSSES OF CAMBRIDGE ACADEMY

Anti – Bullying Policy

Statement of Intent

DUKES AND DUCHESSSES OF CAMBRIDGE ACADEMY is committed to providing a caring and safe environment for all pupils so that they can learn in a secure atmosphere. Bullying of any kind is unacceptable in our Academy. If bullying does occur, all pupils should feel able to tell and know that incidents will be dealt with promptly and effectively. Anyone who knows that bullying is happening is expected to tell the staff.

What is bullying?

Behaviour by an individual or group usually repeated over time, that intentionally hurts another individual or group either physically or emotionally.

Examples of bullying can be:

Name – calling, taunting; mocking; making offensive comments; kicking; hitting; pushing; taking belongings; inappropriate text messaging and emailing; sending offensive or degrading images by phone or via the internet; producing offensive graffiti; gossiping; excluding people from groups; and spreading rumours. Although sometimes occurring between two individuals in isolation, it quite often takes place in the presence of others.

Bullying can be seriously damage a young person's confidence and sense of self-worth, and they will often feel that they are at fault in some way. It can lead to serious and prolonged emotional damage for an individual. Those who conduct the bullying or witness the bullying can cause emotional harm, and the impact on parent and school staff can be significant.

Pupils are bullied for a variety of reasons. Specific types of bullying include:

- Bullying related to race, religion or culture.
- Bullying related to special educational needs (SEND) or disabilities
- Bullying related to appearance or health conditions
- Bullying related to sexual orientated
- Bullying of young carers or looked after children or otherwise related to home circumstances.
- Sexist or sexual bullying



Procedures

We are working with our staff, pupils and parents to create a school community where bullying is not tolerated.

Our School Community.

- Discuss, monitors and reviews our anti- bullying policy on a regular basis
- Supports staff to identify and tackle bullying appropriately
- Ensures that pupils are aware that all bullying concerns will be dealt with sensitively and effectively.
- Reports back quickly to parents/carers regarding their concerns on bullying.
- Seeks to learn from anti – bullying good practice elsewhere and utilises the support of the Harris Federation and relevant statutory or voluntary organisation when appropriate.

What to do if you think a child is being bullied.

Encourage the children to talk about his/her experiences. It may help the children just to aware that someone else knows.

What to do if a child complains of being bullied.

- Get a complete account of the incident of incidents. Are there friends, classmates or witnesses who can verify any accounts?
- Get statement from the pupil(s).
- Talk to your line manager i.e Phase Leader or member of the Leadership team.
- Perpertrators should be spoken to regarding the complaint. An informal warning may be sufficient.
- The Principal must be informal as to what has happened.
- If a child being bullied or at risk of being, a member of staff is identified to offer support on a continual basis until such time as the child and his/her parent are satisfied that conditions have returned to normal.

It may be appropriate to get the perpetrators and victims together to give their respective accounts and propose/agree to a solution – propose that sorting out the problem internally as individual is preferable to one of the possible following scenarios:

- Further sanctions (reflection, exclusion)
- Written record on pupil's file
- Contacting the police (where appropriate)
- Referral to Educational Psychologist



It may be appropriate to conduct separate follow up meetings with the victim and perpetrator to ensure that the problems have been sorted out.

What to do if you see a child being bullied.

- Challenge the pupils' responsible – recording details
- Record the incident in writing.
- Depending on the nature of the incident , it may be necessary to involve the Head of Academy who will follow the procedures outlined in the policy.
- Arrange for a meeting to discuss the incident – pointing out the consequences that may follow if the issues are resolved to a satisfactory end. See the possible scenarios above.
- The meeting may involve students, (perpetrator and victim) and any such staff as may be considered appropriate – class teacher, Phase Leader, Vice Principal, Head of Academy, SENDCo and parents.
- A follow – up meeting with the perpetrator must take place to ensure that the child is supported in modifying his or her behaviour. Targets may be set and progress towards them reviewed. Support for the perpetrator may involve referral to another agency.

Possible signs that a child is being bullied.

- A child may appear unusually withdrawn and uncommunicative.
- He or she may be unable to concentrate in class.
- His or her behaviour may change e.g pupil's participation in the Academy and other activities may be lowered.
- He or she may have unexplained psychosomatic complaints.
- He or she may have unexplained cuts/bruises – or give unconvincing explanations.
- There may be unaccountable an repeatable damage or loss to bags, books, equipment and money.
- There may intermittent and long – term absences from the Academy.

Recording and reporting

All incidents of bullying are RECORDED in child's file. The Head of Academy reports the number of bullying incidents to governors each term.

Anti- bullying guidance for pupils



What to do if you are being bullied:

- Find a member of staff that you can talk to. Your class teacher is probably the best person to see in the first instance.
- Talk to the teaching assistant in your class.
- Tell a parent.
- Tell a friend who you can trust
- Tell anyone that you feel you can trust.

Possible signs that a person is being bullied:

- A child may appear to be unusually withdrawn or quiet.
- He/she may be unable to concentrate in class.
- His/her behaviour may change.
- He/she may have unexplained cuts and bruises or give unconvincing explanations for these.
- He/she may be off sick.

Steps to tackle bullies:

- Give a detailed account of what happened to you.
- Are there friends, classmates or witnesses who can support you?
- You may be asked to give a written account if what has happened to you.

What to do if you see a child being bullied:

- Tell your class teacher, midday meal supervisor or teaching assistant, and tell them exactly what has happened.
- Challenge the pupil(s) involved if you feel that you are able to.
- Write down the names of the children involved if you know them.