



Anti-bullying Policy

Signed:

Chair: R. Patrick

Head: B. Wilkinson

Date: 9th February 2023

Review date: February 2024



Our Vision

Bursley Academy prides itself on being a place every child matters. We are a learning community with the highest aspirations for all, enabling children to achieve through quality teaching, excellent resources and support for all individual needs. We believe in nurturing personal and social development, ensuring diversity is valued, self-esteem enhanced and success celebrated. It is an academy that believes in fostering supportive and positive relationships with the wider community and preparing children for the challenges of the future.

Bursley Academy Anti-Bullying Principles and Values

As a school we take bullying and its impact seriously. Pupils and parents should be assured that known incidents of bullying will be responded to. Bullying will not be tolerated. The school will seek ways to counter the effects of bullying that may occur within school or in the local community. The ethos of our school fosters high expectations of outstanding behaviour and we will consistently challenge any behaviour that falls below this.

Aims:

- To promote a safe and positive environment free from threat, harassment and any type of bullying behaviour.
- To take positive action to prevent bullying from occurring through a programme of work delivered throughout the academy (PSHE, Anti-bullying week, assemblies)
- To show commitment to overcoming bullying by practicing zero tolerance.
- To inform students and parents of the academy's expectations and to foster a productive partnership, which helps maintain a bully-free environment.
- To make staff aware of their role in fostering the knowledge and attitude which will be required to achieve the above aims, through the ethos and values of the academy.
- To empower students so that they feel able to report bullying.
- To monitor incidents of bullying during the school year (via our CPOMS recording system) by the headteacher and report to Governors on a termly basis.
- A separate list of any racist or homophobic incidents (via our CPOMS recording system) will be kept.
- Incidents of inappropriate language will be recorded in the inappropriate language log located in the main office.

What Is Bullying?

Bullying is unacceptable behaviour used by an individual or group, usually repeated over time that intentionally hurts another individual or group either physically or emotionally.

In other words, bullying at Bursley Academy is considered to be, "unacceptable behaviour which occurs **'lots of times, on purpose'**." Bullying can be short term or continuous over long periods of time.

Bullying can be:

Emotional	being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
Physical	pushing, kicking, biting, hitting, punching or any use of violence
Racial	racial taunts, gestures,
Sexual	unwanted physical contact or sexually abusive comments



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Homophobic	because of, or focussing on the issue of sexuality
Direct or indirect Verbal	name-calling, sarcasm, spreading rumours, teasing
Cyber	All areas of internet ,such as email and internet chat Twitter, Facebook misuse, Xbox Live, Club Penguin Mobile threats by text messaging and calls Misuse of associated technology , i.e. camera and video facilities, Ipad, games consoles

Bullying may be related to:

- Race
- Gender
- Religion
- Culture
- SEN or disability
- Appearance or health condition
- Home circumstances, incl Young carers and poverty
- Sexual orientation, sexism, or sexual bullying, homophobia

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Bullying has the potential to damage the mental health of a victim. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

Bullying can take place in the classroom, playground, toilets, on the journey to and from school, on residential trips and cyberspace. It can take place in group activities and between families in the local community.

Staff must remain vigilant about bullying behaviours and approach this in the same way as any other category of Child Abuse; that is, do not wait to be told before you raise concerns or deal directly with the matter. Children may not be aware that they are being bullied; because they may be too young or have a level of Special Educational Needs which means that they may be unable to realise what others may be doing to them. Staff must also be aware of those children who may be vulnerable pupils; those coming from troubled families, or those responding to emotional problems or mental health issues which may bring about a propensity to be unkind to others, or may make them more likely to fall victim to the behaviour of others.

Implementation

The following steps will be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached
 - A clear account of the incident will be recorded on scholar pack and then details of the 'bullying incident' inputted using CPOMs and the Head Teacher alerted
 - Class teachers will be kept informed and if it persists the class teacher will advise the other appropriate adults/staff members
 - Parents will be kept informed
 - Punitive measures will be used as appropriate and in consultation will all parties concerned.



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Reporting.

All teaching staff have access to CPOMS online monitoring system. Any incidences of bullying are recorded on CPOMS and monitored by relevant school staff. All incidences of bullying or alleged bullying must be reported to the Headteacher or Deputy Head. A report on Bullying Incidents is presented to the Governing Body termly.

Monitoring.

An appropriate investigation will follow any report of bullying with detailed records kept of incidents, reports and complaints. The Academy will use our online recording system, CPOMS, to log and record all incidents and categorise under 'bullying' so the school is able to keep an accurate log of all bullying incidents that take place in the school.

Review

The Academy will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the Academy.



How to recognise Bullying

Signs and Symptoms



Signs and Symptoms For Parents and Staff

These signs and behaviours could indicate other social, emotional and/or mental health problems, but bullying should be considered a possibility and should be investigated

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

- is frightened of walking to or from school
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- 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 make less effort with school work than previously
- comes home with clothes torn or books damaged
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home hungry (money / lunch has 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
- is afraid to use the internet or mobile phone
- is nervous and jumpy when a cyber-message is received
- lack of eye contact
- becoming short tempered
- change in attitude to people at home.



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Signed: _____ Date: _____
Chair of Governors