

Anti-Bullying Policy

At Delta Pheasant Bank we aim to provide a safe, caring and friendly environment for all our pupils to allow them to learn effectively, improve their life chances and help them maximise their potential. We would expect all pupils to feel safe in school and have an understanding of issues relating to safety, such as bullying. We also want them to feel confident to seek support from school should they ever feel unsafe.

Roles and Responsibilities

Head of Academy: Has overall responsibility for this policy and its implementation and liaising with the AAB, parents & carers, LA / outside agencies and appoint an Anti-bullying Co-ordinator who will have general responsibility for handling the implementation of this policy

Anti-bullying Leads: Miss Simm

- Policy development and review involving pupils, staff, parents/carers and relevant local agencies
- Implementing the policy and monitoring and assessing its effectiveness in practice
- Managing bullying incidents • Managing the reporting and recording of bullying incidents (CPOMS)
- Coordinating strategies for preventing bullying behaviour

Definition of Bullying

'Behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally'. Safe to Learn: embedding anti bullying work in schools (2007)

How does bullying differ from teasing/falling out between friends or other types of aggressive behaviour?

- There is a deliberate intention to hurt or humiliate
- There is a power imbalance that makes it hard for the victim to defend themselves
- It is persistent.

What does bullying look like?

- Name calling
- Taunting
- Mocking
- Making offensive comments
- Physical assault

- Taking or damaging belongings
- Cyber bullying – via mobile phone or online (e.g inappropriate text messaging, emailing; sending offensive or degrading images by phone or via social media eg Facebook, Twitter, Snapchat, etc)
- Gossiping and spreading hurtful and untruthful rumours
- Excluding people from groups.

All forms of bullying should be taken equally seriously and dealt with appropriately.

Bullying can take place between:

- Young people
- Young people and staff
- Staff
- Individuals or groups

Reporting and Responding to Bullying

Our academy has clear systems to report bullying

- Children and young people in school - Pupils are encouraged to tell anybody they trust (e.g. AntiBullying Alliance, Designated Safeguarding Leads, Teachers, TAs etc) if they are being bullied. This is reinforced in assemblies, PSHE etc when children are encouraged to discuss how they feel.
- Parents/carers who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately.
- All staff – Staff will adhere to appropriate policies (e.g. safeguarding, bullying, e-safety).

All reported incidents will be taken seriously and investigated involving all parties.

- Interviewing all parties
- Informing parents
- A range of responses appropriate to the situation: - solution focused, restorative approach, circle of friends, individual work with victim, perpetrator and referral to outside agencies if appropriate.
- Referral to Behaviour Policy and school sanctions and how these may be applied including what actions may be taken if bullying persists.
- Follow up; especially keeping in touch with the person who reported the situation, parents/carers.
- Support for the victim and the bully.

Recording Bullying and Evaluating the Policy

Bullying incidents will be recorded on CPOMS by the member of staff who deals with the incident and this will be notified to and held by the Head of Academy / SLT and DSLs The information we hold will be used to ensure individual incidents are followed up. It will also be used to identify trends and inform preventative work in

school and development of the policy. This information will be presented termly to the AAB in an anonymous format. The policy will be reviewed and updated annually.

Strategies for Preventing Bullying

As part of our on-going commitment to the safety and welfare of our pupils, we at Morley Place Academy have embedded the following strategies in our curriculum;

- Restorative Approaches
- Anti-bullying Alliance
- Anti-Bullying week annually in November.
- PSHE/Drama/English lessons for example
- Specific curriculum input on areas of concern such as Cyberbullying and internet safety
- Pupil voice
- Playground Leaders
- React UK training and development for all staff
- PSHE / Group work/circle time / Assemblies
- Preventative strategies- including supervision of all areas of school and maintaining a stimulating environment

Policy amended: September 2022

Review date: September 2023