

Anti-Bullying Policy

At Great Ouse Primary Academy we believe that all students and staff have the right to enjoy and achieve within a safe and positive school environment. In practice this means:

- Everyone has the right to feel safe all of the time
- There is nothing that you are unable to talk to someone in school about
- Foster self-esteem, understanding, tolerance and respect between pupils and staff
- Encourage the growth of a sense of justice/fairness in all our children which is reinforced by our celebration of good behaviour
- Foster positive attitudes during assemblies, class, group and individual discussions (including and especially those arising out of specific incidents), literature (i.e. stories, poems etc.) and the daily modelling of appropriate behaviour by all the adults in Great Ouse Primary Academy
- Allow concerns about bullying/harassment to be raised by children, parents or staff in a non-threatening atmosphere which will enable individuals to discuss issues feeling confident of a sympathetic response

These core principles apply across all aspects of school life but are particularly relevant in ensuring that everything possible is done to minimise bullying within our school communities and that it is effectively addressed where it does occur.

Great Ouse Primary Academy also has responsibilities to ensure:

- It takes account of the relevant guidance from the Department of Education in preventing and tackling bullying
- It complies with its duties under the Equality Act 2010

We do not tolerate any form of verbal, physical or psychological bullying however it occurs. All staff will do their best to prevent bullying and will share responsibility for action if bullying does occur.

All incidents, whether in or out of school, will be investigated in a firm and fair manner and Parents, governors and outside agencies, including the police, may be involved in any course of action.

What is bullying?

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages, audio or video recording, physical, verbal, social media or the internet). It can occur both inside and outside of school. It may happen where:

- There is prejudice against particular groups, for example on grounds of race, religion, gender, or sexual orientation
- A student or a member of their family is disabled or has medical needs
- A student is transgender

- A student is adopted or has caring responsibilities
- It might be motivated by actual differences, perceived differences between students or local communities
- Bystanders actively or passively supporting the actions of the person initiating the bullying behaviour
- Students or staff record the actions of another member of the school community without consent

Stopping violence and ensuring immediate physical safety is a main priority for the school but equally account must be taken of the emotional damage bullying can do.

What do we do to prevent bullying and raise awareness?

Our schools encourage an atmosphere of respect, openness and tolerance. This runs through all aspects of school life and is set out in more detail in the behaviour and spiritual, moral, social and cultural policies.

Diversity is welcomed and celebrated and respect for all members of society emphasised. There is a real focus on how individual actions affect others both positively and negatively. Professional and considerate behaviours modelled by staff and students set a good example for all to follow.

We will:

- work with all staff including lunchtime supervisors and outside agencies to identify all forms of prejudice- driven bullying
- actively provide systematic opportunities to develop pupils' social and emotional skills, including their resilience
- consider all opportunities for addressing bullying including through the curriculum, through displays, through peer support and through the School Council
- train all staff to identify bullying and follow school policy and procedures on bullying
- actively create "safe spaces" for vulnerable children
- keep a record of all incidences and outcomes
- report the number of incidents to the governing body and local authority

Our school community:

- Discusses, monitors and reviews our anti-bullying policy on a regular basis
- Supports staff to promote positive relationships and identify and tackle bullying appropriately
- Ensures that pupils are aware that all bullying concerns will be dealt with sensitively and effectively, that pupils feel safe to learn and that pupils abide by the anti-bullying policy
- Reports back to parents/carers regarding their concerns on bullying and deals promptly with complaints. Parents/ carers in turn work with the school to uphold the anti-bullying policy
- Seeks to learn from good anti-bullying practice elsewhere and utilises support from the Local Authority and other relevant organisations when appropriate.
- Through assemblies and school activities we encourage students to:
 - talk openly about bullying
 - recognise its many forms
 - realise its consequences
 - always report bullying incidents to staff, PSHCE leads or the student support staff
 - discuss ways of tackling bullies

Anti-Bullying Charters

Great Ouse Primary Academy has developed anti-bullying charters and these are displayed in all class rooms. This forms part of the home school agreement that all parents, staff and students are expected to subscribe to.

Anti-Bullying Procedures and Responsibilities

- All Staff have a duty and responsibility to stop and report any incident of bullying they encounter, however minor.
- All students are encouraged to report any incidents of bullying by speaking to their class teacher, student support staff, or a member of the Leadership Team. Self-referral is encouraged and trained anti bullying ambassadors are available if a student prefers to talk to a student rather than a member of staff.
- Leadership teams will co-ordinate all bullying investigations, to include independent witness accounts where possible, in conjunction with tutors.
- Teachers have the power to search for and, if found, delete inappropriate images (or files) on electronic devices, including mobile phones. Police may be involved in such situations.
- Parent(s)/Carer(s) of the bully and victim(s) will be involved as appropriate and will always be informed.
- The motivation behind bullying behaviour will be considered as this may indicate that the student carrying out the bullying needs help or support.

All incidents will be dealt with immediately or as soon as possible thereafter. If incidents can't be dealt with immediately children will be told when the member of staff will deal with it e.g. when class is settled or at breaktime. All involved will be given the opportunity to discuss the incident(s) and all present will be expected to listen politely and attentively. If appropriate, those involved may also be spoken to separately. Care will be taken during discussions to focus on the nature of the child/children's attitude/behaviour. It is important that the apparent perpetrator is not led to perceive themselves as being unacceptable, but rather that it is their behaviour which is unacceptable and that this is something over which they have control and can therefore change. The feelings of those involved will be discussed and the children will be helped to understand the effects of their behaviour.

Sanction

'Restorative justice' approaches to resolving bullying incidents will be employed wherever possible and appropriate.

Disciplinary measures will be applied where appropriate. They will be fair, proportionate, consistent and reasonable in all the circumstances. The school will look at each incident and, where relevant, sanctions, as set out in the behaviour policy, will be used, which may include internal isolation and fixed-term exclusions. In extreme cases our schools can permanently exclude students involved in serious cases of bullying.

Incidents of bullying by adults

Allegations of bullying against members of staff are a rare occurrence. However, should such allegations be made, they will be investigated in line with staff disciplinary procedures as appropriate. Where the Academy Principal is alleged to be responsible for an incident of bullying this

will be investigated by the chair of the local governing body or their nominated representative. Other than this, the Academy Principal will be subject to the same rights and obligations as the members of the school staff.

Where allegations of poor behaviour or bullying are made between members of staff, this will be dealt with through the school's employment disciplinary processes.

Where it involves others (parents or visitors to the school), but takes place on school premises, or attending school activities, the Academy Principal (or should the incident involve the Academy Principal then the chair of governors or their nominated representative), would investigate and determine an appropriate response. Any response should leave those involved in no doubt that such behaviour will not be tolerated on the school premises.

Possible sanctions may include limiting access to school activities or the school premises. A record would be kept by the Academy Principal which carefully details the allegation, actions and outcomes.

How do we help students who have been bullied and the perpetrators of bullying?

Staff are trained to support students who are victims of bullying and also support those who have been displaying bullying behaviour and we conduct regular training sessions to update knowledge and skills. The parent(s)/carer(s) of the victim are fully involved in the decision as to whether mentoring of this kind is appropriate.

The school works with external agencies to provide further support to bullying victims and also the police on safety.

Communication

It is very important that students and staff know what to do when faced with a bullying incident. This is achieved through a variety of publications and activities including:

- Staff handbook,
- Staff training,
- Assemblies,
- School prospectus,
- School website,
- Parent/carers/student information leaflet,
- Anti-Bullying displays and posters in all class rooms

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