

WEST PARK ACADEMY

Child Friendly Anti-Bullying Policy



Reviewed: June 2023

West Park Academy, part of Shared Vision Learning Trust an exempt charity limited by guarantee in England and Wales (Registered no: 7659444) whose registered office is at Alderman Leach Drive, Darlington, Co Durham DL2 2GF

Our values and beliefs

- Everyone has the right to feel happy and safe at school and therefore bullying is not acceptable
- Pupils who feel they are being bullied will be supported
- We are a TELLING school so if you know bullying is happening you are expected to tell staff
- At West Park Academy we have created a positive, caring ethos where everyone can work, play and express themselves free from the fear of being bullied therefore bullying should not happen in our school

What is bullying?

Several Times On Purpose

Bullying is intentional (not an accident); a bully hurts someone on purpose. Bullying is repetitive. This means that the bully hurts (physically or verbally) someone over and over again, it isn't an incident that happens only once. Bullying can be by one person or a by a group of people.

Our Definition is

The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power.

Bullying can be physical, verbal or psychological.

It can happen face-to-face or online.

The main types of bullying:

Physical: e.g. kicking, hitting and damaging their belongings



Verbal: e.g. name calling, threats and making offensive remarks



Indirect : e.g. spreading nasty stories about someone, gossiping and leaving someone out from social groups or games



Cyber or Online: sending nasty emails, texts or making inappropriate phone calls or being unpleasant on group chats



Some types of bullying may be prejudice-related. This is the use of language and behaviour that is derogatory and discriminatory including that which is racist (when comments or behaviour is linked to the colour or someone's skin or their ethnicity), homophobic or transphobic (when comments or behaviour is directed towards people because they are lesbian, gay, bisexual, or trans, or are perceived to be, or have a parent/carer, sibling, or friend who is) or disablist (when comments or behaviour is directed at others because they have a learning or physical disability).

How do we prevent bullying?

Our school behaviour policy helps to promote positive behaviour in school to create an environment where everyone behaves well and supports each other

During PSHE lessons children will learn about the consequences of bullying and what to do if they experience bullying. We will also share this policy with all children and make sure that they understand it

We may talk about bullying during Circle Time and in assemblies

Our school takes part in the national anti-bullying week every year to remind children that bullying is not acceptable

Children know that they can go and speak to any member of staff if they think someone is being bullied or they are being bullied themselves.

What happens when someone is being bullied?

Children who are being bullied or see bullying happening should tell their teacher or an adult they trust. This can be any member of teaching or non-teaching staff, including a class teacher, support staff, the Head teacher, a member of the lunchtime supervisors or a member of the office team.

The member of staff will listen and reassure them that they will be supported. The member of staff will make a formal record of the bullying report on the school's recording system (CPOMs) and other relevant members of staff will be alerted including the Senior Leadership Team.

Support will always be given to children who are bullied.

They will be reassured that they do not deserve to be bullied and that it is not their fault. They will be encouraged to talk about their feelings and they will be involved in making choices about how to resolve the matter. They will be asked to tell someone if any bullying happens again and we will involve their friends for support

We will talk to the child (or children) involved in the bullying separately and listen to their version of what happened. We will talk to anyone else that saw the bullying. We will remind the child (or children) that bullying is not acceptable and expect bullying to stop

We understand that some pupils may find it difficult to tell a member of staff about their concerns, we therefore have additional reporting mechanisms in place. Our school has emotional check-in in each classroom where a pupil can share how they are feeling and a member of staff will check-in with them before the first playtime. These are introduced to the children at the start of the year and pupils are reminded of them regularly and how to use them.

Even if the behaviour/incident which has been reported is deemed 'not bullying' and is thought to be 'relational conflict', school staff will still support the pupils involved and help them to resolve any concerns.

We will always work with parents and carers of the children involved in the bullying behaviour or those that have been bullied to help support and keep them informed as to what is happening.

We will regularly check in to make sure we check that the bullying has not started again

We will complete a Bullying Log of any incidents through CPOMs and this will be shared with all of the safeguarding leads in school.

What if bullying happens outside the school gates?

We expect pupils to behave kindly outside of school and not to engage in bullying activities. Where a child or parent tells us about bullying that has happened outside of school, the school will talk to the children about how to avoid bullying outside of school, speak to the children involved and will monitor behaviour in school to make sure that the bullying does not continue in school.

Consequences:

Depending on the severity of the bullying this will determine the consequences of the child's actions. The child's class teacher, Mrs Ford (DHT) and/or Mrs Hirst (HT) will have a meeting to plan on what will be done.

Consequences may include the following:

- Time spent with a member of the SLT away from the classroom discussing the behaviour and what needs to change
- Being removed from playtime and lunchtime activities

- Not be allowed to join in with school events
- Be removed from the class for a short period of time

Parents and carers will always be informed.

Statement of Intent

At West Park Academy, we are committed to providing a warm, caring and safe environment for all our children so that they can learn and play in a relaxed and secure environment.

Bullying of any kind is unacceptable and will not be tolerated in our school. We take all incidents of bullying seriously. Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect and pupils who are bullying others need to learn different ways of behaving.

At West Park Academy, we acknowledge that bullying does happen from time to time – indeed, it would be unrealistic to claim that it does not. When bullying does occur, everyone should be able to tell and know that incidents will be dealt with promptly and effectively in accordance with our anti-bullying policy. We are a *TELLING* school. This means that *anyone* who knows that bullying is happening is expected to tell the staff.

Aims and Objectives of this Policy

The aim of this policy is to try and prevent and deal with any behaviour deemed as bullying. The implementation of this policy will create an ethos where bullying is regarded as unacceptable so that a safe and secure environment is created for everyone to learn and work in. All members of the school have a responsibility to recognise bullying when it occurs and take appropriate action in accordance with the school policy. This will happen in the following ways:

- The school will meet the legal requirement for all schools to have an anti-bullying policy in place
- All Trustees, teaching and non-teaching staff, pupils and parents/guardians will have an understanding of what bullying is
- All Trustees, teaching and non-teaching staff will know what the school policy is on bullying and will consistently and swiftly follow it when bullying is reported
- All pupils and parents/guardians will know what the school policy is on bullying and what they can do if bullying occurs
- Pupils and parents/guardians will be assured that they will be supported when bullying is reported

- Whole school initiatives (staff training, celebration assemblies etc) and proactive teaching strategies (PHSE [Personal, Health & Social Education] lessons, circle time etc) will be used throughout the school to reduce the opportunities for bullying to occur
- A positive, caring ethos will be created within the school environment where everyone can work, play and express themselves, free from the fear of being bullied.

The policies below all relate to issues surrounding bullying and should be referred to, when necessary, in relation to the Anti-Bullying policy.

- Child on child abuse policy
- Positive Behaviour Policy
- Safeguarding and Child Protection Policy
- E-safety Policy
- Inclusion Policy
- PSHE including Relationships and Health Education Policy

This policy will be shared each year with all children at West Park Academy to make sure that they understand it. It will be available on our website for parents, carers and trustees.