



Park Hall Academy.

Proud Members of The St Bart's Multi Academy Trust

Anti-Bullying

Policy



Date: September 2020

Review Date: September 2021



Park Hall Academy Anti –Bullying Policy

Introduction

Everyone at Park Hall Academy has the right to feel welcome, secure and happy. Only if this is the case will all members of the school community be able to achieve their maximum potential. Bullying of any sort stops this happening and prevents equality of opportunity. It is everyone's responsibility to ensure that this does not happen.

Vision and Values

Bullying is wrong and damages individual children. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable. We are an inclusive and caring community, together we create a nurturing and secure environment where each child is valued and recognises that they are special and important. In turn we value others and recognise our responsibilities towards one another. All members of the Park Hall family contribute to the life of our happy, friendly and successful school.

Legislation and Statutory Guidance

Prejudice Related Bullying

Under the Equalities Act 2010 it is against the law to discriminate against anyone because of:

- age
- being or becoming a transsexual person
- being married or in a civil partnership
- being pregnant or having a child
- disability
- race including colour, nationality, ethnic or national origin including Gypsy, Roma, Travellers
- religion, belief or lack of religion/belief
- sex / gender
- sexual orientation

These are called 'protected characteristics'.

As part of the requirement on schools to promote fundamental British values, Park Hall will proactively challenge derogatory and discriminatory language and behaviour including that which is racist, homophobic, biphobic, transphobic and disabilist in nature. We will record these types of bullying, even that which represents a one-off incident, and report them to the Local Governing Committee for monitoring purposes.

Definitions of Bullying.

Bullying is deliberately hurtful behaviour that is repeated over a period of time, making it difficult for those being bullied to defend themselves. Bullying can take different forms such as:

- Physical (hitting, kicking, theft)
- Verbal (name calling, racist remarks, ridicule)
- Indirect (spreading unpleasant stories, excluding from friendship groups)
- Cyber Bullying (bullying over the internet, via text messaging)

- Sexual: Unwanted physical contact or sexually abusive comments
- Homophobic: because of, or focussing on the issue of sexuality. Homophobic, biphobic and transphobic (HBT) bullying is unacceptable

Intent

Our intention at Park Hall Academy is to provide a safe and secure environment where all can learn without anxiety, and measures are in place to reduce the likelihood of bullying.

This policy intends to produce a consistent school response to any bullying incidents that may occur.

We intend to make all those connected with our academy aware of our opposition to bullying and we make clear each person's responsibilities with regard to the prevention and eradication of any bullying in our academy.

Implementation

To Prevent Bullying

- Prevention is better than cure, so at Park Hall we will be vigilant for signs of bullying and always take reports of incidents seriously. (Signs and Symptoms of Bullying May Include: an unwillingness to want to come to school, anxiety, lack of confidence and self-esteem, a child who is being bullied may be quiet and withdrawn. It is important to recognise that these signs may also indicate other problems too).
- Learning and teaching will reinforce the ethos that bullying is wrong and will not be tolerated. We will help pupils to develop strategies to control bullying type behaviour.
- Weekly teaching of PHSE/ MyHappyMind assists children in building resilience, self-esteem and confidence. The weekly focus is incorporated across all learning throughout the week to embed the concepts.
- Weekly 'Big Questions' are introduced during a whole school assembly before being discussed in detail throughout the week during class assemblies. The 'Big Questions' do not always have an easy answer or even a right or wrong answer. Children are encouraged to think deeply and debate in a safe environment on themes such as difference, right and wrong, race, values etc.
- Role play, drama and circle time activities are used to share information and provide a forum for discussing important issues such as equality of opportunity, relationships, moral purpose and acceptable and unacceptable behaviour. Attitudes will be challenged in a supportive manner. Those who may be bullying others will be given the opportunity to learn to respect others and modify their behaviour accordingly.
- Promote the responsible use of Computing and technology to prevent cyber bullying. THINK – Tell someone if you are being bullied, Hide your passwords, Inform your parents about the sites that you visit, Nice, be kind and Keep your personal information safe. This policy should be read in conjunction with our E Safety Policy.

Implementation

Dealing with Incidents in a consistent manner.

- All reported incidents of bullying will be investigated and taken seriously by all members of the school community.
- A record of incidents will be kept on CPOMS. In order to facilitate co-ordinated action, all proven incidents of bullying will be reported to the Principal.
- If bullying includes racist abuse, then it will be recorded on CPOMS and marked as such. Parents and Carers will always be informed in the case of all bullying incidents.

Both the “victim” of bullying and the “perpetrator’s” parents/carers will be informed.

- Upon discovering an incident of bullying, we will discuss with children the issues appropriate to the incident and in a manner appropriate to their level of understanding.
- The adult will ensure that each pupil is given an opportunity to talk and the discussion should remain focused upon finding a solution to the problem and preventing a reoccurrence.
- Sanctions may include official warnings to prevent reoccurrence, missed playtimes, pupils may be placed upon Principals Report, in serious cases of bullying, short term or long term exclusions may be enforced.

Supporting Pupils.

- Class teachers, the Principal, and where necessary the Director of Learning and Safeguarding will support pupils who may have been the victims of bullying.
- All adults within school will seek to challenge and change attitudes and behaviours of any pupil who may have bullied others.

Roles and responsibilities

The role of parents and carers

Parents and 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 in the knowledge that their concerns will be taken seriously and investigated without delay.

Parents and carers have a responsibility to support the academies anti-bullying policy, actively encouraging their child to be a positive member of the school.

The role of pupils

Pupils are encouraged to tell anybody they trust if they are being bullied, and if the bullying continues, they must keep on letting people know. We are a TELLING school. Pupils will be helped to understand that keeping information from the school or their parents will never help to solve a problem and may in fact prolong the problem.

Pupils are expected to ensure that they uphold our school expectations, "Be Safe" and "Show Respect" and recognise and understand the importance of these.

Links with other Policies

This policy is seen as an integral part of our Promoting Positive Behaviour, Equality, Diversity and Community Cohesion Policy and E Safety Policy and will be reviewed annually or earlier if necessary.

Monitoring and review

This policy is monitored on a day-to-day basis by the Principal, who reports to governors on request about the effectiveness of the policy.

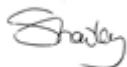
The anti-bullying policy is the governors' responsibility, and they review its effectiveness annually. Governors will look out in particular for racist bullying, or bullying directed at children with disabilities or special educational needs.

Signed:

G Frost / Principal



S Hawley/ Chair of Governors



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