



Endeavour Primary Academy Anti - Bullying Policy

At Endeavour Academy we believe children learn best when they feel safe, happy, valued and respected. Every child has the right to feel safe and secure both in the academy and on their way to and from the academy. We will strive to provide an environment that is safe and free from bullying. Bullying is not tolerated and staff at the school will act swiftly and firmly to deal with any situations which arise.

Aims

- To provide a safe, caring environment for the whole community and especially the children in our care.
- To instill in children that bullying is unacceptable and that reports of bullying will be listened to, taken seriously, recorded and acted upon.
- To enable all pupils to develop the personal skills necessary to deal with bullying if they encounter it at school or beyond
- To enable pupils to recognise actions that may lead to bullying and therefore prevent bullying behavior
- To encourage pupils to take appropriate action if they see bullying behavior and know that it is all right to tell.
- To listen to the concerns of parents and keep them informed of actions taken in response to a complaint.
- To investigate fully any report of bullying with detailed records kept of incidents, reports and complaints.
- To take appropriate action, including exclusion in cases of severe bullying.

Bullying: What is it?

The Government says in their September 2007 Guidance: 'Safe to Learn: embedding anti-bullying in schools', that bullying is:

"Behaviour by an individual or group usually repeated over time, that intentionally hurts another individual or group either physically or emotionally."

Bullying can be:

- **Emotional:** excluding from games or social events; teasing (e.g. hiding books or equipment etc.); being overtly nasty or unkind; threatening gestures, taking friends away etc
- **Physical:** slapping, kicking, pushing, punching or any use of violence etc
- **Psychological:** deliberate acts which cause fear or anxiety in another person
- **Racial:** racist names, graffiti, gestures, targeting of differences linked to colour, religion or culture
- **Sexual:** unwanted physical contact or sexually abusive comments

- **Homophobic:** targeting individuals/groups because of their actual or perceived sexuality, appearance, behaviour, physical traits or because they have family or friends who are lesbian, gay, bisexual or transgender.
- **Verbal:** name-calling; spreading rumours, teasing, making someone the butt of jokes etc.
- **Cyber:** any form of bullying which takes place online or through smartphones and tablets e.g. sending offensive, rude, and insulting messages; sending information (including photos) about another person that is fake, damaging or untrue to ridicule, provoke a response/argument or spread rumours and gossip etc
- **Disabilities:** bullying which targets children with special educational needs and disabilities.

(The above serve only as examples and should not be considered an exhaustive list)

Bullying: What it is not

Bullying is a very strong word. An incident needs to meet all three elements of the definition to be called 'bullying'. Therefore, at Endeavour Academy our children learn that bullying is not:

- A one-off incident such as a fight or argument.
- The break-up of a friendship.
- A disagreement with another child.
- An accident – even if they do get injured.

Preventing Bullying Behaviour

- The Headteacher and staff will make every effort to create a safe, secure and caring environment in the school, where bullying is not acceptable in any form.
- The Headteacher will discuss the expected levels of behaviour prior to the child joining the school.
- All teachers will discuss friendship issues and bullying with children regularly at assemblies and in Thought for the Day sessions at levels appropriate to the age of the children so that they can recognise actions that may lead to bullying.
- Activities that promote co-operation, respect and tolerance will be emphasised through our curriculum design and delivery.

Procedures for Dealing with Bullying Behaviour

At Endeavour Academy incidents of suspected bullying will be investigated thoroughly and sensitively and our emphasis will be one where each child is listened to carefully and fairly. Staff will:

- Never ignore suspected bullying
- Talk to the suspected victim and witnesses;
- Talk to the child /children accused of bullying to hear their side of the story. It is made very clear to children that excuses such as, 'I was only joking' or 'It was a play fight' are unacceptable;
- If the person admits that they have bullied another child, apologies will be made, appropriate sanctions will be agreed and the Headteacher will inform the child's / children's parents the same

day where possible. This will usually be via a formal meeting where the incident and subsequent sanctions will be discussed and solutions to the problem moving forward identified.

- The Headteacher will also contact the victim's parents the same day where possible. Details of the bullying will be shared and how the victim will be supported by school moving forward discussed.
- If the suspected bully does not own up, further investigations will be made by a senior member of staff, witnesses sought and the situation will be discussed with parents and an agreed plan of action will be made.
- Incidents of bullying will be logged immediately and the Headteacher alerted.
- Staff will be informed at briefing of any concerns so that any staff supervising in class or over break and lunch time play are fully aware and can closely supervise the children.
- The victim of bullying will be comforted and supported by members of staff and their emotional well-being checked regularly to ensure any bullying behaviour has stopped.

Sanctions for bullying:

In the majority of cases bullying behaviour will be dealt with according to the strategies set out in the Behaviour and Discipline policy. Sanctions will be used alongside working and talking with the perpetrator (and their family where appropriate) to help them understand the impact of their behaviour in order to make changes to prevent any re-occurrence. Sanctions may include:

1. *Withdrawal of children from activities at the school.*
2. *Working in isolation in another class.*
3. *Loss or reduced break-times for a period.*
4. *Behaviour contracts*
5. *Exclusion from lunchtimes*
6. *Fixed period of exclusion from school.*
7. *Permanent exclusion from the school may be used depending on the severity of the incident.*

Monitoring the policy:

We recognise that there may be times when parents feel that we have not dealt well with an incident of bullying and we would ask that this is brought to the Headteacher's notice. If the Headteacher cannot resolve these concerns informally, parents can raise their concerns more formally through the Academy's Complaints Procedure.

We would also be pleased to receive compliments – feedback from parents when things have gone well.

Help Organisations

Advisory Centre for Education (ACE)	0808 800 5793
NSPCC	0808 800 5000
Parentline Plus	0808 800 2222
Bullying Online	www.bullying.co.uk