



**WAYLAND
JUNIOR ACADEMY
WATTON**

Wayland Junior Academy Watton.

Anti Bullying Policy

Introduction

What is bullying?

Bullying is action taken by one or more person with the deliberate intention of hurting another person, either physically or emotionally and where the relationship involves an imbalance of power. Bullying is not an isolated incident but continual or repetitive.

Bullying can be done face-to-face, through third parties, or through sending messages or images by email, text, or over the internet.

It can include: name-calling, taunting, threats, mocking, making offensive comments, kicking, hitting, pushing, taking and damaging belongings, gossiping, excluding people from groups, spreading rumours.

Children can be both bully and bullied at the same time.

Children are vulnerable to bullying because bullies can pick on anything and anyone can be bullied for any reason or difference.

Aims and objectives

Bullying is wrong and damages individual children. We therefore do all we can to prevent it, by developing an academy ethos in which bullying is regarded as unacceptable.

We aim to produce a safe and secure environment where all can learn without anxiety.

This policy aims to produce a consistent academy response to any bullying incidents that may occur.

We aim to make all those connected with the academy aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our academy. This is emphasised in our home-school agreement.

The role of Governors (Academy Councillors)

The Academy Councillors support the Principal in all attempts to eliminate bullying from our academy. This policy statement makes it very clear that the Academy Councillors do not allow bullying to take place in our academy, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.



The Academy Councillors monitor the incidents of bullying that occur, and review the effectiveness of the academy policy regularly. They require the Principal to keep accurate records of all incidents of bullying and to report on request about the effectiveness of academy anti-bullying strategies.

The Academy Councillors respond within ten days to any request from a parent to investigate incidents of bullying. In all cases, the Academy Councillors notify the Principal and ask her to conduct an investigation into the case and to report back to a representative.

The role of the Principal

It is the responsibility of the Principal to implement the academy anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the academy policy and know how to deal with incidents of bullying. The Principal reports to the Academy Council about the effectiveness of the anti-bullying policy on request.

The Principal and teachers ensure that all children know that bullying is wrong, and that it is unacceptable behaviour in this academy. The Principal and teachers draw the attention of children to this fact at suitable moments, through assembly, the PSHE curriculum and when setting class rules. For example, if an incident occurs, they may decide to use assembly as a forum in which to discuss with other children why this behaviour was wrong, and why a pupil is being punished. Children also discuss bullying at Academy Council meetings.

The Principal ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying (Safeguarding level A).

The Principal sets the academy climate of mutual support and praise for success through the academy values, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming academy, bullying is far less likely to be part of their behaviour.

The academy benefits from a Pastoral Leader and Inclusion Manager, who are available every morning and during and immediately after all break times. Part of their role is to support the academy's anti-bullying policy. Any 'friendship' issues/disputes or reports of bullying can be immediately dealt with by this team thus ensuring all facts are gathered as quickly as possible and incidents dealt with accordingly.



The role of the teacher

Teachers will deal with bullying immediately and they will do all they can to support the child who is being bullied and the child who is bullying. The Pastoral Team will become involved at the earliest opportunity.

The incident is reported to the Pastoral Team, who will then report the incident to the relevant Phase Leader and the Principal.

The Pastoral Team will then investigate the incident and will involve the parents of both children as appropriate. The Phase Leader will liaise with the Principal and agree with the parent about what to do and will keep the parents fully informed.

The academy keeps a log in Pupil Support where all incidents of bullying that occur both within school time and those reported before and after school, are recorded.

The Pastoral Team will counsel and support both parties, and ensure appropriate consequences are given to the child who has carried out the bullying. We spend time talking with the children involved: we explain why the action of the bully was wrong, and we endeavour to help the child change their behaviour in the future.

We make use of a hierarchy of consequences, including:

- * Change of seating position within the classroom
- * Loss of morning playtime
- * Loss of some lunchtime playtime
- * Loss of all lunchtime playtime
- * Individually supervised worktime in Pupil Support

If a child is involved in repeated bullying, further steps will be taken and parents will again be involved:

- * The Pastoral Team may contact external support agencies (the Short Stay School, SEN support Teacher or Children's Services)
- * The Principal may temporarily exclude a child for a fixed term and governors are informed.
- * This may be repeated.
- * The Principal may permanently exclude a child.

Teachers/and all TA's attend training, which enables them to become equipped to deal with incidents of bullying and behaviour management.



The role of all staff

All staff in our academy take all forms of bullying seriously, and intervene to prevent incidents from taking place. We attempt to support all children in the academy and through our actions, establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.

We recognise that the behaviour of all staff in the academy will be seen by children as model behaviour, therefore staff behaviour demonstrates tolerance, understanding and care towards all children and high quality professional relationships with all adults.

We show equal regard for all and our interactions are free from intimidation.

The role of midday supervisory assistants (MSAs)

The MSA/lunch time supervision staff have a special responsibility to be alert to signs of bullying during the longer lunchtime playtime.

All incidents involving intimidation, violence and social exclusion that are reported by a child to an MSA/lunchtime supervision staff are referred on to the Pastoral Team.

The MSA staff should adopt an active role whilst supervising and endeavour to observe all children and be a presence in all of the areas where children are playing.

If the MSA staff have evidence that bullying is going on, then the Pastoral Team must be informed. At this point the child should be excluded from the playground and taken to Pupil Support.

The role of parents

If a parent is concerned that their child is being bullied, then they should talk to their child, listen, reassure, stay calm and agree on what to do. They should keep a record and boost the child's confidence. The parent should talk to the child's teacher (first) and/or the Pastoral Leader, then the Phase Leader.

Parents have a responsibility to support the academy's anti-bullying policy and to actively encourage their child to be a positive member of the academy.



Strategies Employed to Raise awareness and so reduce risk of Bullying.

- *Participation in Anti-bullying week
- * Appointment of Pastoral Leader and Inclusion Manager to support vulnerable children, and to intervene if acts of bullying are reported/witnessed.
- *Posters around school for Childline, 'what to do if '
- *The academy's values based ethos - promotes respect and positive relationships
- *Staff vigilance and training
- * Focus for Assemblies - raise awareness through stories
- * Academy Council projects which include work to raise awareness about bullying and the creation of a pupil group, The Golden Guardians, to focus on friendship at break and lunchtimes.

Monitoring and review

This policy is monitored on a day-to-day basis by the Principal and Pastoral Leader, who report to the Academy Council (Governors) about the effectiveness of the policy on request.

The Pastoral Leader records any low-level bullying behaviours, such as name calling, disrespect, unkind comments or significant friendship issues in order to quickly identify those behaviours which may collectively indicate something of a more serious nature.

Any serious cases of bullying are reported, by the Principal, to the Chair of the Academy Council.

This anti-bullying policy is the Academy Councils' responsibility and they review its effectiveness annually. They do this by examining the academy's anti-bullying log, and by regular discussion with the Principal. Governors analyse information with regard to gender, age and ethnic background of all children involved in bullying incidents.



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This Policy links to the school's Behaviour Policy, Staff Code of Conduct and Safeguarding Policy.

Signed: *N Kaye*

Signed:
Colin Anthony Evans
Chair

Date: *15/12/16*

Review: