



# CHULMLEIGH ACADEMY TRUST

## Anti-Bullying Policy

Approved by the Senior Leadership Team on 12<sup>th</sup> June 2020

*This policy is applicable to Chulmleigh College, Chulmleigh Primary School, Lapford Primary School and East Worlington Primary School.*

## **Aim of Policy**

1. To provide an environment where bullying is unacceptable and not tolerated by pupils.
2. To create a community which fosters and develops tolerance, responsibility, equality of opportunity and respect for others.
3. To prepare children for their place in the world by fostering motivation, self-discipline, self-esteem and independence.
4. To encourage a sense of responsibility within the community beyond the school by helping children develop a sense of citizenship.

## **What do we mean by Bullying?**

“Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves”

**DFEE Circular 10/95, Protecting Children From Abuse.**

“Bullying can involve threats, teasing, interfering with belongings, sexually and racially offensive conduct, ridicule, the invasion of privacy, vandalism and intimidation. Bullying may also show itself in more subtle ways such as name calling and by children excluding others from games or activities.

Each of these bullying activities has in common the intention by one child or a group of children to inflict a damaging effect upon another.”

**From A Devon Approach to DEALING WITH BULLYING.**

**This policy should be considered in conjunction with the ICT (e-safety) Policy and Child Protection Policy.**

## **Appendix 1: What will happen at Chulmleigh Primary School / Lapford Primary School / East Worlington Primary School**

1. Every pupil has the right to enjoy her/his learning and leisure free from intimidation, both in the school and in the surrounding community.
2. Our school community will not tolerate any unkind actions or remarks; even if these were not intended to hurt.
3. Serious or persistent unkind actions or comments will be considered bullying.
4. Pupils should support each other by reporting all instances of bullying.
5. We recognise and value the presence of support staff and their contribution to eradicating bullying.
6. We are a “listening” school, bullying is too important not to report and act upon.
7. All incidents of bullying will be treated seriously.

## **Purposes:**

1. To acknowledge and stop all forms of bullying.
2. To actively encourage children to respect other people.
3. To talk openly about the subject and encourage children to do the same.
4. To create a tolerant ethos where all children can gain in confidence and achieve their best.

### **Guidelines:**

1. All incidents of bullying should be treated seriously and responded to promptly and sensitively. Staff will monitor and build a picture of incidents leading to bullying.
2. Incidents of bullying will always be logged
3. Incidents should be shared as soon as possible.
4. The Directors and staff will continue to work together to examine new and evolving methods to deal with bullying.
5. Parents/carers will be involved at an early stage when instances of bullying occur.
6. The policy needs to be shared with both pupils and parents.

## **Appendix 2 : What will happen at Chulmleigh College**

### **Teaching Assistants will:**

Report any incidents where bullying is suspected to a class teacher, tutor or senior member of the teaching staff, as appropriate.

### **Form Tutors will:**

Speak to the 'victim' and try to establish that they have some control. Unless the bullying is very serious, it is advisable to support the 'victim' to develop strategies to maintain control of the situation. Any agreement between the Form Tutor and the 'victim' should give the 'victim' the opportunity to come back if the situation gets worse or continues over a long period. The Form tutor should inform the Head of House/ Head of Upper School by e-mail that they are aware of, and dealing with, the problem.

If the 'victim' agrees, the form tutor may have a quiet word with the 'bullies'. It can be helpful if the 'victim' is prone to being bullied, to discuss how their behaviour may be contributing to the problem. A 'no blame' approach might be adopted if appropriate. The victim may choose to be present when discussing the issues with the perpetrator/s.

The following things might form the agenda of any such meetings:

- the episodes
- reaction to teasing
- posture/body language etc.

The tutor should monitor behaviour and may alert staff to look out for problems. The tutor may use the bulletin or the daily staff briefing sheet as a way of doing this.

### **The Head of House/ Head of Upper School will:**

Work with the tutor on a possible range of strategies that will vary according to the nature of the events. Appropriate strategies might include:

- Adopting a 'no blame approach' where students are brought together to all take ownership of the problem and solution, with the teacher acting as facilitator rather than judge.
- In more serious or repeated bullying parents might be called to discuss the problem and the pupil(s) warned.
- The pupil being asked to write down any bullying incidents without reacting to them and meet after an agreed period to discuss the bullying and the ways forward.
- The 'victim' will be encouraged to keep a low profile, to provide a feeling of security, for a while. More closely supervised free time can also be offered until they feel more secure.
- Leaving school early or later than the rest for a very limited period, to re-establish confidence and control.
- Often discussions are necessary with 'victim'/bully/witnesses separately and usually later together. There are often two sides to bullying situations.
- Discussing the matter/ possible strategies with those colleagues with a responsibility for behaviour support.

**A Senior Leader will:**

Get involved at the discretion of the Head of House when an event is extreme, or repeated.

Strategies might include:

- A verbal warning
- Placing the bully in Internal Exclusion
- Exclusion from school

**At all times endeavour to respond quickly:**

1. Recording by e-mailing the Head of House and following a parental complaint should be normal procedure. Full details of action taken may not be necessary but confirmation that something is being done and a request for parent to contact us again if the problem continues is also one way of monitoring the outcome of action taken.
2. Contact the bullies' parents at an appropriate stage. It is not necessarily appropriate for 'one off' situations unless serious (e.g. physical injury) and or likely to lead to an exclusion. In fact the threat of contacting parents for repeated bullying is a useful deterrent.

Repeated bullying, however, should lead to bullies' parents being involved and normal school sanctions being applied.

3. The incident & resultant action should be emailed to the 'line manager'. Our accountability for the way we deal with bullying can determine our reputation.

**In the next Two Years we will:**

- Work with students to enhance their understanding of actions that can constitute bullying.
- Develop Peer Mentoring and the use of adult mentors. Part of their training will include this issue.

Reviewed June 2020