




***Anti-bullying at  
The Pioneers Academy***

<i>Policy to be reviewed</i>	<i>Dec 2024</i>	
<i>Date policy approved</i>	<i>Dec 2023</i>	
<i>Head Teacher</i>		<i>Date 12/12/23</i>

# **Anti-bullying Policy**

## **1 Introduction**

**1.1** *Bullying is action taken by one or more children with the deliberate intention of hurting another child, either physically or emotionally.*

### **1.2 Statement of Intent**

*We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a TELLING school. This means that anyone who knows that bullying is happening is expected to tell the staff.*

## **2. What Is Bullying?**

*Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.*

*Bullying can be:*

- *Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)*
- *Physical pushing, kicking, hitting, punching or any use of violence*
- *Racist racial taunts, graffiti, gestures*
- *Verbal name-calling, sarcasm, spreading rumours, teasing*
- *Cyber All areas of internet ,such as email & internet chat room misuse*

*Mobile threats by text messaging & calls*

*Misuse of associated technology , i.e. camera & video facilities*

## **3. Objectives of this Policy**

- *All, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.*
- *All teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.*

- *All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.*
- *As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.*
- *Bullying will not be tolerated.*

#### **4. Signs and Symptoms**

*A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:*

- *is frightened of walking to or from school*
- *doesn't want to go on the school / public bus*
- *begs to be driven to school*
- *changes their usual routine*
- *is unwilling to go to school (school phobic)*
- *begins to truant*
- *becomes withdrawn anxious, or lacking in confidence*
- *starts stammering*
- *attempts or threatens suicide or runs away*
- *cries themselves to sleep at night or has nightmares*
- *feels ill in the morning*
- *begins to do poorly in school work*
- *comes home with clothes torn or books damaged*
- *has possessions which are damaged or "go missing"*
- *asks for money or starts stealing money (to pay bully)*
- *has dinner or other monies continually "lost"*
- *has unexplained cuts or bruises*
- *comes home starving (money / lunch has been stolen)*
- *becomes aggressive, disruptive or unreasonable*
- *is bullying other children or siblings*
- *stops eating*

- *is frightened to say what's wrong*
- *gives improbable excuses for any of the above*
- *is afraid to use the internet or mobile phone*
- *is nervous & jumpy when a cyber message is received*

*These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated*

## **5. Procedures**

*Identifying and reporting concerns about bullying*

*All concerns about bullying will be taken seriously and investigated thoroughly.*

*Pupils who are being bullied may not report it. However, there may be changes in their behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. School teaching and ancillary staff will be alert to the signs of bullying and act promptly and firmly against it in accordance with this policy.*

*Pupils who are bullying others also need support to help them understand and change their behaviour.*

*Pupils who are aware of bullying ('bystanders') can be a powerful force in helping to address it and will be encouraged to do so in a safe way.*

*All pupils will be encouraged to report bullying by*

- *talking to a member of staff of their choice*

*Staff who are being bullied will be encouraged to report it to a colleague of their choice.*

*Parents will be encouraged to report concerns about bullying and to support the school in tackling it. Trying to resolve bullying directly with pupils or their families can lead to problems escalating.*

1. *Report bullying incidents to staff*
2. *In cases of serious bullying, the incidents will be recorded by staff*
3. *In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem*

4. *If necessary and appropriate, police will be consulted*
5. *The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly*
6. *An attempt will be made to help the bully (bullies) change their behaviour*

## **6. Outcomes**

### *Responding to reports about bullying*

#### *School*

*The school will take the following steps when dealing with concerns about bullying:*

- *If bullying is suspected or reported, it will be dealt with immediately by the member of staff who has been made aware of it*
- *A clear account of the concern will be recorded and given to the head teacher*
- *The head teacher will interview everyone involved and keep a detailed record. This will be held in line with the school's data protection policy/practice*
- *Form tutors will be kept informed and if it persists the form tutor will advise the appropriate subject teachers*
- *Parents and other relevant adults will be kept informed*
- *Where bullying occurs outside school, any other relevant schools or agencies (e.g. youth clubs, transport providers) will be informed about the concerns and any actions taken*
- *Punitive measures will be used as appropriate and in consultation with all parties Involved*

#### **Pupils and staff**

##### ***Pupils and staff who have been bullied will be supported by:***

- *offering an immediate opportunity to discuss the experience with a member of staff of their choice*
- *providing reassurance that the bullying will be addressed*
- *offering continuous support*
- *restoring self-esteem and confidence*
- *The use of specialist interventions and/or referrals to other agencies e.g. educational psychology, where appropriate*

### ***Pupils who have bullied will be helped by:***

- discussing what happened*
- discovering why the pupil became involved*
- establishing the wrong doing and need to change*
- informing parents to help change the attitude of the pupil*
- the use of specialist interventions and/or referrals to other agencies where appropriate*

*The following disciplinary steps can be taken:*

- official warnings to cease offending*
- detention*
- exclusion from certain areas of school premises*
- confiscation of mobile phones, in line with our Acceptable Use (internet safety) policy*
- minor fixed-term exclusion*
- major fixed-term exclusion*
- permanent exclusion*

*1) The bully (bullies) may be asked to genuinely apologise. Other consequences may take place.*

*2) In serious cases, suspension or even exclusion will be considered*

*3) If possible, the pupils will be reconciled*

*4) After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.*

### ***7. Prevention***

*We will use methods for helping children to prevent bullying. As and when appropriate, these may include:*

- writing a set of school rules*
- signing a behaviour contract*
- reading stories about bullying or having them read to a class or assembly*
- Making up role-plays (or using role-plays)*
- having discussions about bullying and why it matters*

## **Preventative measures**

### **The school will:**

- *raise awareness of the nature of bullying through inclusion in Islamic Studies, PSHE, form tutorial time, assemblies, subject areas and informal discussion, as appropriate, in an attempt to eradicate such behaviour.*
- *seek to develop links with the wider community that will support inclusive anti-bullying education*
- *consider the use of specific strategies, for example peer mentoring, on a regular basis and implement them if appropriate, subject to available resources.*

## **8 The role of the headteacher**

*It is the responsibility of the headteacher to implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying.*

*The head teacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The headteacher draws the attention of children to this fact at suitable moments. For example, if an incident occurs, the head teacher 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.*

*The head teacher ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying.*

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

## **9 The role of the teacher**

*Teachers in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place. They keep their own records of all incidents that happen in their class and that they are aware of in the school.*

*If teachers witness an act of bullying, they do all they can to support the child who is being bullied. If a child is being bullied over a period of time, then, after consultation with the headteacher, the teacher informs the child's parents.*

*Incidents of bullying that occur outside lesson time are recorded on a pupil incident form, either near the school or on the children's way home or to school. If any adult witnesses an act of bullying, they should record the event on the pupil incident form or report it to the school office.*

*If, as teachers, we become aware of any bullying taking place between members of a class, we deal with the issue immediately. This may involve counselling and support for the victim of the bullying, and punishment for the child who has carried out the bullying. We spend time talking to the child who has bullied: we explain why the action of the child was wrong, and we endeavour to help the child change their behaviour in future. If a child is repeatedly involved in bullying other children, we inform the deputy teacher and the head teacher. We then invite the child's parents into the school to discuss the situation. In more extreme cases, for example where these initial discussions have proven ineffective, the headteacher may contact external support agencies such as the social services.*

*Teachers routinely receive training during teacher training days, which enables them to become equipped to deal with incidents of bullying and behaviour management.*

*Teachers attempt to support all children in their class and to 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.*

*The school has a 'bullying box', which is located just outside the boys' toilets, this bullying box is used by pupils to inform staff of issues and concerns that they may not want to discuss in person. The bullying box is checked daily and as a follow up, every concern is dealt with in person.*

*All break and lunch supervisory staff are trained to deal with issues of bullying, if, however an issue cannot be dealt with by the supervisory staff, it is referred to the senior leadership team.*



## **Cyber bullying**

*The school takes part in the Anti-Bullying week every year and uses links with external agencies to update our staff on issues of cyber bullying, internet safety and regular discussions on how to deal with the different forms of bullying.*

## **Homophobic Bullying**

*The school takes a serious measure in dealing with any cases of homophobic bullying and is also incorporated in the Anti-Bullying week every year and the school uses links with external agencies to update our staff on issues of homophobic bullying, internet safety and regular discussions on how to deal with the different forms of bullying.*

## **10 The role of parents**

*Parents who are concerned that their child might have been bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately.*

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

*Most concerns about bullying will be resolved through discussion between home and school. However, where a parent feels their concerns have not been resolved, they are encouraged to use the formal Complaints Procedure.*

- Where a pupil is involved in bullying others outside school, e.g. in the street or through the use of the internet at home, parents will be asked to work with the school in addressing their child's behaviour, for example restricting/monitoring their use of the internet or mobile phone.*
- Referral of the family to external support agencies will be made where appropriate*

## **11 Promotion of this policy**

*The policy and methods for reporting bullying concerns will be promoted throughout the school, for example in information packs for new pupils and staff and through regular awareness raising activities with existing pupils and their families.*

## **12 Monitoring and review**

*This policy is monitored on a day-to-day basis by the deputy teacher, who reports to the head teacher about the effectiveness of the policy on request.*

*This anti-bullying policy is the head teacher's responsibility and he reviews its effectiveness annually. He does this by examining the school's record of pupil incident forms, and by discussion with the deputy head teacher.*

### **HELP ORGANISATIONS:**

**Advisory Centre for Education (ACE) 0808 800 5793**

**Children's Legal Centre 0845 345 4345**

**Parent line Plus 0808 800 2222**

**Youth Access 020 8772 9900**

**Bullying Online [www.bullying.co.uk](http://www.bullying.co.uk)**