

	SUAT Policy	Anti Bullying Policy						
	LGCS Appendix	Charnwood Context to Anti Bullying						
	Approved by	LAC	Issue Date	March 2022	Review Date	March 2024		
	Audience	Trustees		Staff		✓	Pupils	
LAC		✓	Parents		✓	General Public		✓

## **Anti-bullying policy – Charnwood Primary Academy Context.**

This policy should be read in conjunction with the Anti-Bullying Policy adopted by Staffordshire University Academy Trust on their website.

## **Charnwood Primary Academy works with children and families as part of its activities.**

### **The purpose of this policy statement is:**

- to prevent bullying from happening between children and young people who are a part of our organisation or take part in our activities
- to make sure bullying is stopped as soon as possible if it does happen and that those involved receive the support they need
- to provide information to all staff, volunteers, children and their families about what we should all do to prevent and deal with bullying.

This policy statement applies to anyone working on behalf of Charnwood Primary Academy, including senior managers and the board of trustees, paid staff, volunteers, agency staff and students.

### **What is bullying?**

Bullying includes a range of abusive behaviour that is

- repeated
- intended to hurt someone either physically or emotionally.

It can take many forms but the main types are:

- Physical – hitting, kicking, taking another’s belongings
- Verbal – name calling, insulting, making offensive remarks
- Indirect – spreading nasty stories about someone, exclusion from social groups, being made the subject of malicious rumours, sending malicious e-mails or text messages on mobile phones/social networking sites.

### **We believe that:**

- children and young people should never experience abuse of any kind
- we have a responsibility to promote the welfare of all children and young people, to keep them safe and to practise in a way that protects them.

### **We recognise that:**

- bullying causes real distress. It can affect a person’s health and development and, at the extreme, can cause significant harm

- all children, regardless of age, disability, gender reassignment, race, religion or belief, sex or sexual orientation, have the right to equal protection from all types of harm or abuse
- everyone has a role to play in preventing all forms of bullying (including online) and putting a stop to bullying.

### **We will seek to prevent bullying by:**

- following our behaviour code that sets out how everyone involved in our school is expected to behave, in face-to-face contact and online, and within and outside of our activities.

Kindness is at the forefront of everything we do.

- Kind hands
- Kind feet
- kind voices
- Kind hearts

- holding regular discussions with staff, volunteers, children, young people and families who use our school about bullying and how to prevent it. These discussions will focus on:

- group members' responsibilities to look after one another and uphold the behaviour code
- practising skills such as listening to each other
- respecting the fact that we are all different
- making sure that no one is without friends
- dealing with problems in a positive way
- checking that our anti-bullying measures are working well

- providing support and training for all staff and volunteers on dealing with all forms of bullying, including racial, sexist, homophobic and sexual bullying

- putting clear and robust anti-bullying procedures in place

- making sure our response to incidents of bullying takes into account:

- the needs of the person being bullied
- the needs of the person displaying bullying behaviour
- needs of any bystanders
- our organisation as a whole.

- reviewing the plan developed to address any incidents of bullying at regular intervals, in order to ensure that the problem has been resolved in the long term.

We recognise that bullying is closely related to how we respect and recognise the value of diversity.

We will be proactive about:

- seeking opportunities to learn about and celebrate difference
- increasing diversity within our staff, volunteers, children and young people
- welcoming new members to our school
- protecting children from bullying and cyberbullying
- recognising and responding to abuse

### **Creating an anti-bullying climate in school**

Our school's Behaviour Policy explains how we promote positive behaviour in school to create an environment where pupils behave well; where pupils take responsibility for each other's emotional and social well-being; and where they include and support each other.

We also draw on the school's PSHE and promote appropriate behaviour through direct teaching, and by creating an emotionally and socially safe environment where these skills are learned and practised. Our aim is to create a climate where bullying is not accepted by anyone within the school community.

Our curriculum is used to:

- Raise awareness about bullying and our anti-bullying policy
- Increase understanding for victims and help build an anti-bullying ethos
- Teach pupils how constructively to manage their relationships with others

Circle Time, assemblies, role- plays and stories are used to show what pupils can do to prevent bullying, and to create an anti-bullying climate in school.

The School Vision and Values are displayed around the school and in classrooms to remind pupils of their rights and responsibilities.

We make children aware of Childline and other sources of confidential help.

Our School Council offers a forum in which concerns about bullying can be discussed on a regular basis.

We promote diversity through nurture sessions and work with charity organisations to support all children and families within our school.

## **Responding to incidents**

Pupils who have been bullied should report this to:

- Their identified adult in school
- Any member of staff (Teachers, Teaching Assistants or Lunchtime Supervisors)
- Their class member of the school council
- Their parents
- A school friend

All incidents will be investigated and dealt with in line with our behaviour policy.

We are committed to reviewing our policy and good practice annually.

Signed: .....*K.A Stanley*..... Designated Safeguarding Lead

Date: .....10.3.22.....