



The Cam Academy Trust EHPS ANTI – BULLYING POLICY	
Recommended by Compliance Committee	25 August 2020
To be reviewed:	Every two years or as appropriate
Date of next review:	August 2022
Responsible Committee	Compliance Committee
Category – 2	Version 2
Adopted by EHPS LGB	25 TH August 2020

THIS POLICY HAS BEEN REVIEWED TO COINCIDE WITH THE FULL RETURN TO SCHOOL IN SEPTEMBER 2020, FOLLOWING AN EXTENDED PARTIAL LOCKDOWN DURING COVID 19.

ALL TEACHERS AND SUPPORT STAFF ARE CONSCIOUS THAT THE FULL RETURN WILL AFFECT DIFFERENT CHILDREN IN DIFFERENT WAYS, AND SOME CHILDREN WILL FEEL UNSETTLED AND PERHAPS WORSE. IN SUCH INSTANCES THEY WILL BE SUPPORTED WITH UNDERSTANDING AND SYMPATHY.

NOTWITHSTANDING, OUR EXPECTATIONS OF BEHAVIOUR AND ADHERENCE TO THIS STATEMENT WILL BE POSITIVELY REINFORCED, DESPITE THE CHANGES IN WORKING PRACTICES AT THE SCHOOL.

Introduction

Bullying is action taken by one or more children with the deliberate intention of hurting another child. A bully directs his/her aggression at a victim in order to exercise power. In this way, it can be distinguished from physical or tough play and bossiness. It is a form of behaviour that deliberately causes unnecessary pain or unhappiness to another person. Bullying is not tolerated at our school at any level and it is our intention to provide a range of strategies that will be used to help pupils solve conflict peacefully and encourage kindness to others.

Bullying outside school premises

Teachers have the power to discipline pupils for misbehaving outside the school premises “to such an extent as is reasonable”. This can relate to any bullying incidents occurring anywhere off the school premises, such as on school or public transport, outside the local shops, or in a town or village centre. Where bullying outside school is reported to school staff, it will be investigated and appropriate action taken.

Types of bullying:

- Verbal, through name calling etc.
- Physical.
- Damage of the property of another child.
- Sexual
- Emotional
- Racist



- Cyber

Aims and objectives

We aim, as a school to:

- Produce a safe and secure environment where all can learn in a kind and caring environment.
- Inform everyone involved in the school community of our policy and to work positively to ensure every person takes responsibility.
- Take swift action to prevent unnecessary issues.

We have a clear and consistent school response to any bullying incidents that may occur through positive behaviour management. There is also a blue folder in the Headteacher's (HT) office to report any bullying incidences.

See it –Record it- Solve it.

The Role of Governors

The Local Governing Board (LGB) supports the HT in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the LGB does not allow bullying to take place in our school, and that any incidents of bullying that do occur are taken very seriously. Incidences will be dealt with appropriately.

The LGB monitors the incidents of bullying that occur and reviews the effectiveness of the school policy regularly. The Governors require the HT to keep accurate records of all incidents of bullying and to report to the Governors on request about the effectiveness of school anti-bullying strategies.

The LGB must respond within ten days to any request from a parent to investigate incidents of bullying. In all cases, the LGB notifies the HT and asks her to conduct an investigation into the case and to report back to a representative of the LGB.

The Role of the Headteacher

It is the responsibility of the HT to implement the school anti-bullying strategy, through positive behaviour management, so that all children have the opportunity to learn within a safe and secure environment.

The HT reports to the LGB about the effectiveness of the anti-bullying policy on request.



The HT ensures that all children know that bullying is wrong, and that, as in every setting it is unacceptable behaviour. She will ensure that the children understand the difference between bullying and “falling out” with their friends. The HT introduces this to the children in assemblies and class teachers deliver effective lessons using the SEAL as a framework for delivery. In addition to this we also have a workshop package for parents which informs them of how to identify, cope with and prevent bullying.

The HT ensures that all staff view bullying as serious and receive appropriate training to equip them to deal with all incidents of bullying.

The HT sets the school climate of mutual support and praise for success so making bullying less likely. Children are encouraged to take responsibility for their own actions and to be honest in relating incidents of bullying and in particular about the part that they have played in them. Children are encouraged to be assertive in promoting their own rights and to articulate their feelings, worries and concerns confidently. We believe that we provide opportunities for children to feel they are important and belong to a friendly and welcoming school. Through Values based assemblies and carefully planned PSHCE lessons we develop the children’s care, trust, respect and consideration for each other and the world around them.

The Role of the Teacher

Teachers and support staff in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place.

Records of any incidences are put in the class records and also in the central record folder (located in the HT’s office). This allows the staff to look for and monitor patterns in the behaviour of individual children across the school.

If teachers witness an act of bullying, they do all they can to support the child who is being bullied, as soon as possible. If a child is being bullied, then, after consultation with the HT, the teacher informs the child’s parents and states how this can be resolved.

The Role of the School council.

The School Council will be involved in:

- Discussing improvements during the school year
- Seeking feedback from pupils in their class
- Reporting to the HT strengths and areas to develop
- Reviewing the effectiveness of the Anti-Bullying strategies across the school

The Role of Parents.



Parents must:

- Support the policy
- Report concerns they may have (in writing) for the school to manage
- Be assured staff will deal with incidents of bullying in an effective and restorative manner
- Support the whole school Anti-Bullying strategy

Anti-Bullying Strategies used:

Prevention: Ensure all stakeholders clearly understand the rules and expectations **Events:**

Pupils discuss positive strategies for dealing with bullying in their class PSHCE time using the Social, Emotional Aspects in Learning (SEAL) materials

Staff work with Safeguarding teams to be aware of signs of bullying

Staff update safeguarding training at least every two years.

Discipline:

- Take immediate action
- Investigate the incident
- Talk to those involved
- Provide counselling and support for victim
- Plan strategies that help to deal with behavioural issues with the intention of helping the bully to make a positive change.
- Work in partnership with parents to improve behaviour

In more extreme cases, for example where these initial discussions have proven ineffective, the head teacher may contact external support agencies such as an Educational Psychologist (Ed Psy) or a member of the team for children with emotional or behavioural difficulties.

Teachers attempt to support all children in their class and to establish a climate of trust and respect for all. As a small school, the children have opportunities to share their thoughts or worries with teachers who are very experienced and knowledgeable about PSHCE issues. This helps to prevent bullying. Our mission is to '*Achieve through Challenge, Celebration, Excellence & Enjoyment*' and so we praise, reward, challenge and celebrate the success of all children. Within this positive environment we believe that this helps to prevent incidents of bullying and ensure that all our children do...

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Monitoring and Review

This policy is monitored on a day-to-day basis by the HT, who reports to the Governing Body about the effectiveness of the policy on request.

This anti-bullying policy is the HT's responsibility and the review of its effectiveness is reported to governors annually.

Sources of evidence are classroom incident books, class teacher records, behaviour book in office and where necessary secure files which are shared with the Safeguarding Governor and Chair of Governors

Our statement that promotes positive behaviours is

'Be kind, make a difference'

*N.B This policy works in partnership with many other policies and is part of the safeguarding folder.