

## Anti-Bullying Policy

### Rationale

This policy is to be used in conjunction with the Safeguarding Policy, Inclusion Policy, Care & Control Policy and Behaviour policy. The school also works in line with DfE guidelines 'Preventing and tackling bullying' (March 2014).

- Research suggests that being bullied has similar and in some cases, worse long-term adverse effects on young adults' mental health than being maltreated (Lereya, Copeland, Costello, & Wolke, 2015).
- Suicide is the third leading cause of death among young people, resulting in about 4,400 deaths per year, according to research. A study in Britain found that at least half of suicides among young people are related to bullying (Eckholme 2015)
- Bully victims are up to 9 times more likely to consider suicide than non-victims.

### Aim:

The Head of Education, Head Teacher, teaching and non-teaching staff, pupils and parents should understand what bullying is.

- The Head of Education, Head Teacher and 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.**
- To be understood that **everyone** needs to take responsibility for bullying.
- To eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act (2010).
- To advance equality of opportunity between those people who share a protected characteristic and those that do not.
- To foster good relations between people who share a protected characteristic and people those that do not.
- To comply with the new Equality Duty (2011) the public-sector equality duty which came into force (5 April 2011). The equality duty was created under the Equality Act 2010.

### What we believe about bullying:

Eden Park Academy is committed to providing a caring, friendly and safe environment for all 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. The school has an Anti-Bullying Champion (Judith Walton) who looks at mediation and any other issues surrounding bullying and conflict resolution. We also cover the topic of bullying in many cross curricular lessons and awards. The pupils of Eden Park are also responsible for their own Bullying Policy as part of the participation work. The paperwork associated with bullying incidents.

## What Is Bullying?

Bullying is hurting another person deliberately and persistently. 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
- **Sexual** unwanted physical contact or sexually abusive comments
- **Homophobic** because of, or focussing on the issue of sexuality
- **Verbal** name-calling, sarcasm, spreading rumours, teasing or ostracising children from a group
- **Cyber** the rapid development of and widespread access to, technology has provided a new medium for 'virtual' bullying, which can occur in or outside school. Cyber-bullying is a different form of bullying and can happen always of the day, with a potentially bigger audience, and more accessories as people forward on content at a click. 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 (social network).

## Why is it Important to Respond to Bullying?

- Bullying causes pain.
- Everybody has the right to be treated with respect.
- To make our school a safer place
- To stop people being bullied and help the bullies become better people
- So that everyone is confident about school

## Signs and Symptoms

Children 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 pupil:

- Doesn't want to come to school
- Is alone all the time
- Has a change in level of work produced?
- Doesn't want to talk to anyone/withdraws from group activity

- Is aggressive
- Shows unusual behaviour
- Appears depressed
- Becomes withdrawn, anxious, or lacking in confidence
- Starts stammering
- Has possessions which are damaged or "go missing"
- Asks for money or starts stealing money
- Has unexplained cuts or bruises
- Is bullying other pupils
- Stops eating
- Is frightened to say what's wrong.

### What do we do at Eden Park to prevent bullying?

- Class Rules / Rights and Responsibilities
- Certificates, house points and incentives
- Pupil recommendations
- Teachers and care staff to talk to
- Peer Mediation
- Verbal Warnings / Duty Classroom and Detentions
- Behaviour Reflections
- 'Us and the World' programme
- Bullying log

### What happens at our school if bullying is discovered?

It is important to tell someone so that the school can help

- Report bullying incidents to staff
- Peer Mediators may be used to deal with minor cases, but if they feel the situation is too serious for them, they must hand the case over to staff
- Pupils will be asked to write down what has happened on an incident form
- We will bring the children together and ask them to discuss how they are feeling and ask them to listen to each other and try to reach a way forward (mediation) in line with our Restorative Justice policy. The school may also arrange a meeting for both the bullied child and the child accused of bullying and their carer's, with a mediator to try to resolve the situation.
- The bullying behaviour or threats of bullying must be investigated by the Bullying Champion.
- In cases of **serious bullying**, the incidents will be recorded by class teachers in emails and sent to home managers.
- In serious cases home managers, should be informed and will be asked to come in to a meeting to discuss the problem.



- If necessary and appropriate, police will be consulted by the Head Teacher.
- Consequences will be tailored to age of child and circumstances.
- Details of the consequences should be kept confidential.
- The person doing the bullying may be asked to genuinely apologise when it is clear that they understand how they have hurt the person being bullied.
- In serious cases of bullying, fixed term exclusion or even permanent exclusion will be considered by Head of Education.

After the incident / incidents have been investigated and dealt with, each case will be monitored by Class Teacher and Head Teacher to ensure repeated bullying does not take place.