



Freeman's Endowed Church of England

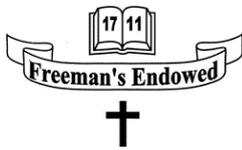
Junior Academy

Anti-Bullying Policy

Committee Person(s) Responsible:

Senior Leadership Team

Review date: September 2022



Intent

Anti-Bullying Policy - Our Vision

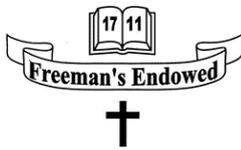
At Freeman's Endowed CE Junior Academy, we believe all children should have a safe and happy place to learn. To do this, we aim for all children to demonstrate impeccable behaviour at all times, both in and out of the classroom.

Our aim is for children to manage their own behaviour and to be responsible for their own actions. Our school is committed to creating a caring, secure and stimulating environment in which individuals feel respected, included and valued. We believe this gives individuals the opportunity to reach their full potential emotionally, socially and academically. Because we promote a climate of kindness and want the best for each and every child, we expect everyone in school to act as role models promoting our core values:

- **Kindness** - Joshua 2:12 - *'Show kindness to my family because I have shown kindness to you.'*
- **Love** - Mark 12:31 - *'You shall love your neighbor as you love yourself.'*
- **'Forgiveness** - Ephesians 4:32 - *'Be kind to one another, tenderhearted, forgiving one another, as God in Christ forgave you.'*
- **Truthfulness** - Psalm 15:2 - *'Walk with integrity, be righteousness, speak with truth.'*
- **Perseverance** - Philippians 4:13 - *'I can do all things through him who strengthens me.'*
- **Acceptance** - Romans 15:7 - *'Accept one another, just as Christ has accepted you.'*

At Freeman's Endowed CE Junior Academy, we strive for children to demonstrate impeccable behaviour as well as encouraging a high standard of attitudes to learning. These attributes are essential skills that contribute to success in school and later on in adult life. Our values guide us through daily life at Freeman's; we strive for all members of the school community to display these values at all times.

We strive to create a culture and environment which inspires each individual within our school community to be the very best that they can be. Bullying of any sort can prevent children from reaching their full potential. It is everyone's responsibility to prevent this happening and this policy contains guidelines to support this ethos. Where bullying exists, the victims must feel confident to activate the anti bullying systems within the



school to end the bullying. It is our aim to challenge attitudes about bullying behaviour, increase understanding for bullied pupils and help build an anti-bullying ethos in the school.

This document outlines how we make this possible at Freeman's Endowed CE Junior Academy.

Definitions of Bullying

"Bullying behaviour abuses an imbalance of power to repeatedly and intentionally cause emotional or physical harm to another person or group of people. Isolated instances of hurtful behaviour, teasing or arguments between individuals would not be seen as bullying." (Torfaen definition 2008)

Bullying is:

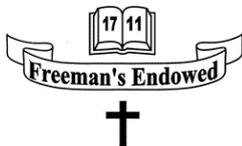
- Deliberately hurtful or threatening behaviour.
- It is premeditated and usually forms a pattern of behaviour rather than an isolated incident.
- It involves dominance of one pupil by another, or group of others.

Bullying can be:

- **Emotional:** when a person is deliberately or excludes another person by being overtly nasty or unkind. An example of emotional bullying is encouraging people not to play with somebody or making fun of somebody.
- Other examples are tormenting (e.g. hiding books, threatening gestures) and ridicule.
- **Physical:** a deliberate physical act which results in injury or hurt feelings. Examples include punching, slapping or kicking or any use of violence or threatened violence.
- **Psychological:** This is a very complex form of bullying which involves deliberate acts which cause fear or anxiety in another person.

Bullying can also be:

- **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
- **Religious:** related to religious beliefs and practices
- **Cultural:** related to cultural beliefs and practices
- **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



The school works hard to ensure that all pupils and parents know the difference between bullying and simply “falling out”.

Actions to Tackle Bullying

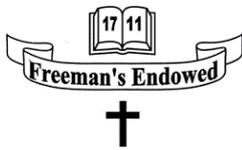
Freeman's Endowed CE Junior Academy is a 'telling' school. Pupils are told that they must report any incidence of bullying to an adult within school when another pupil tells them that they are being bullied or if they see bullying taking place. It is their responsibility to report their knowledge to a member of staff. When dealing with suspected incidents of bullying, staff will be guided by the following principles:

1. Never ignore suspected bullying.
2. Do not make premature assumptions. Listen to both sides of the story.
3. Listen carefully to all people– more than one child with the same version does not mean they are telling the truth.
4. Use a logical approach that moves pupils forward and focuses on making things right.
5. Follow up the issue to check bullying has not reoccurred.
6. Record information in detail outlining any incidents and conversations

Upon discovery of an incident of bullying, staff will discuss with the children the issues appropriate to the incident and to their age and level of understanding. If the incident is not too serious, a problem-solving approach may help. The adult will try to remain neutral and deliberately avoid direct, closed questioning which may be interpreted as accusatory or interrogational in style. Each pupil must be given an opportunity to talk and the discussion should remain focused on finding a solution to the problem and stopping the bullying recurring. Victims who are worried about openly discussing an incident when the aggressors are present (eg taunting during a lesson) can be encouraged to go to the teacher with a piece of work, using this as a reason to speak to the teacher or other adult member of staff.

Victims need to feel secure in the knowledge that assertive behaviour, and even walking away can be effective ways of dealing with bullying. Peer mentoring, possibly with pupils who already hold a position of responsibility, such as School Council members, can also be beneficial.

All reported incidents of bullying will be investigated and taken seriously by staff members. In order to ensure effective monitoring of such occurrences, and to facilitate co-ordinated action, all proven incidences of bullying should be reported to the Headteacher or Deputy Headteacher. These will be recorded on MyConcern.



If bullying includes racist abuse then it should be reported to the Headteacher to be recorded on MyConcern under Racial Incident. If bullying is homophobic it should be recorded on MyConcern under Homophobic Incident and reported to the governors at the next AGC meeting. In the majority of cases bullying behaviour will be dealt with according to the strategies set out in the Behaviour Policy. This will involve working and talking with the perpetrator to help them understand which rights have been denied and the impact of their behaviour, and to help them to make correct choices to prevent any occurrence of the behaviours causing concern.

Sanctions for perpetrating bullying behaviour may include:

1. Verbal reprimand by the Headteacher.
2. Discussions with parents/carers where appropriate.
3. Withdrawal of children from activities at the School.
4. Loss or reduced break times for a period.
5. Fixed period of exclusion from school
6. Permanent exclusion from the school may be used depending on the severity of the incident.

The parents of perpetrators and their victims will be informed of an incident, where appropriate, and the action that has taken place and asked to support strategies proposed to tackle the problem. The effect of such strategies will be monitored. The perpetrator will also be reminded of the possible consequences of bullying and the sanctions for Freeman's Endowed CE Junior Academy repeated incidents will be clearly explained to him/her.

Whilst there is little history of bullying at Freeman's Endowed CE Junior Academy, we believe that one case is one case too many and we believe it is essential to constantly review this policy to ensure we are in a position to strengthen our approach to this issue.

Prevention is better than cure so at Freeman's Endowed CE Junior Academy we will be vigilant for signs of bullying and always take reports of incidents seriously. We will use the curriculum whenever possible to reinforce the ethos of the school and help pupils to develop strategies to combat bullying-type behaviour.

Safeguarding Children

Freeman's Endowed CE Junior Academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share in this commitment. Enhanced DBS clearance is essential for all posts at our school. All



safeguarding procedures and information can be found in Freeman's Endowed CE Junior Academy's Child Protection Policy.