



Market Harborough C of E Academy Anti-Bullying Policy

This policy replaces	Previous Anti Bullying Policy
Date policy approved by Governing Body	January 2021
Date of next review	January 2023
Reviewer	Staff, Safeguarding and PD and W Committee Governors

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“The most important is, ‘Hear, O Israel: The Lord our God, the Lord is one. The second is this: ‘You shall love your neighbour as yourself.’ There is no other commandment greater than these.”

Mark 12:29/31

Aims

At Market Harborough C of E Academy, 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 free from oppression and abuse. Bullying is an anti-social behaviour and affects everyone. All types of bullying are unacceptable at our school and will not be tolerated. We aim to ensure that all our pupils can identify the different forms of bullying, that they understand what to do if they become a victim and that they know that prompt and effective action will be taken to deal with it.

This policy has been developed in conjunction with the policies listed below, all with the aim of providing guidance and procedures which support all members of the school community in creating an environment which reflects ‘deeply Christian Values’ and a desire for everyone to live life to the full and to grow spiritually, intellectually, physically, emotionally, morally and socially.

- Peer on Peer Abuse Policy
- Behaviour Policy
- Personal, Social and Health Education
- Religious Education
- Collective Worship
- Equality
- E- safety
- Curriculum
- Teaching and Learning

Key principles for anti-bullying from our Behaviour Policy

The following key principles form the rationale for developing positive relationships and behaviour at Market Harborough C of E Academy.

- Developing a curriculum which puts our school motto that we are ‘growing together in God’s love’ our Christian Values and Golden Threads at the heart of learning is crucial if children are going to develop a strong moral code. Behaviour does not occur in isolation and is driven by an individual’s personal belief systems.
- Developing positive behaviour, through developing values which reflect a ‘deeply Christian’ lens and the desire for human flourishing for all. These values are embedded in school systems and the school ethos. Through these we promote in pupils a recognition and acceptance of responsibility for their own actions, decisions and for their consequences.
- Positive behaviour in school stems from the Christian heart of our school which is based upon mutual respect for all individuals in school and the desire for all to have fullness of life.
- Everyone in school will take collective responsibility for developing positive behaviour within an agreed framework.

We will ensure that **every member of our school community;**

- Feels valued and respected.

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- Feels safe and secure within the school environment and can become responsible and independent community members.
- Is treated in a caring and considerate way by others.
- Will learn about our values and learning muscles to enable them to flourish in their lives.
- Can achieve academic, personal and social success.
- Understands the clear strategies and expectations that form the Behaviour Policy in school.

Our 'Golden Threads'

Our golden threads reflect the caring ethos of our school. We are all growing, and we grow best in an environment where we feel special and valued for who we are, and which is itself valued and cared for.

Our golden threads build on our school's foundations of Christianity but are universally valuable. They are intended as a moral guide for everything we do.

Stewards of the Earth

"Treat the Earth as if your life depends on it." - Genesis 2:15

Hope for Humanity

"I am the light of the world. Whoever follows me will not walk in darkness, but will have the light of life."--John 8:12

A community of learners

"Wise men and women are always learning, always listening for fresh insights." - Proverbs 18:15

speakers, passionate readers

"Words change worlds." - @PamAllyn

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Our Values

Our values are the beating heart of our school, guiding us in our everyday lives.



*We will welcome everyone in our community.
We will look out for each other.
We will make time to serve others and never say 'it is not my job'.*
THINK TOGETHER



*We support each other.
We appreciate each other and say thank you.
We are grateful for all the many things we have.*
THINK SHARE



*We will help others who are having a difficult time.
We will try to let go of our hurts and forgive the mistakes of others.
We will try and stand in other people's shoes and understand them.*
THINK LOVE



*We try to look on the bright side of life and spread a message of hope for the future.
We know that being trustworthy shows you care.*
THINK POSITIVE



*We will keep going even when things are hard or don't go our way
We will be brave and stick at things even when they seem scary*
THINK STRENGTH



*We are honest with each other but never humiliate
We will treat others as we would like to be treated*
THINK VALUE

Figure 1 Market Harborough C of E Academy School Values

These values will guide the behaviour of all children and adults in our school.

The following five statements are based on our school values and will guide the behaviour of our school community.

With God's help we:

- Respect ourselves, value others and our environment and show compassion in all we do
- Build strong relationships based on good manners, trust, generosity and forgiveness
- Follow instructions and always try our hardest even when we find things difficult
- Think carefully about the choices we make and try to be wise and courageous
- Will count our blessings and be grateful for the good things in our world and trust that as each day closes, we have been better people than we were the day before

It is our aim to prevent bullying occurring in the first place by creating an 'ethos of good behaviour where pupils treat one another and the school staff with respect, because they know that this is the right way to behave.' (DFE Preventing & Tackling Bullying 2014)

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Who this policy covers

Bullying can happen to anyone and although this policy focuses on our pupils, our whole school community (pupils, teachers and other staff, governors, parents and visitors) has the right to feel safe and we have a duty to develop an environment and a climate where this can be achieved.

Definition of bullying

“Bullying by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally.” DFE 2017

Bullying (physical, name-calling, homophobic etc.)

Bullying is unwanted, aggressive behaviour among school aged children that involves a real or perceived power imbalance. The behaviour is repeated, or has the potential to be repeated, over time. Both young people who are bullied and who bully others may have serious, lasting problems.

In order to be considered bullying, the behaviour must be aggressive and may include:

- An Imbalance of Power: Young people who bully use their power—such as physical strength, access to embarrassing information, or popularity—to control or harm others. Power imbalances can change over time and in different situations, even if they involve the same people.
- Repetition: Bullying behaviours happen more than once or have the potential to happen more than once.

Bullying includes actions such as making threats, spreading rumours, attacking someone physically or verbally or for a particular reason e.g. size, hair colour, gender, sexual orientation and excluding someone from a group on purpose.

Bullying generally takes one of four forms:

Indirect: being unfriendly, spreading rumours, excluding, tormenting e.g. hiding bags or books

Physical: pushing, kicking, hitting, punching, slapping or any form of violence

Verbal: name-calling, teasing, threats, sarcasm

Cyber: All areas of internet misuse, such as nasty and/or threatening emails, misuse of blogs, gaming websites, internet chat rooms and instant messaging

Mobile threats by text messaging & calls

Misuse of associated technology, i.e. camera and video facilities

Common examples of bullying include:

- Peer on peer abuse [including sexting] (**see Appendix 1**)
- Racial bullying
- Homophobic bullying
- Bullying based on disability, ability, gender, appearance or circumstance.
- Extortion where money and/or goods are demanded with threats.

Roles and responsibilities

The role of the head teacher

Our head teacher has a legal obligation as set out by the School Standards and Framework Act 1998 to communicate the policy to the school community and to ensure that disciplinary measures are applied fairly, consistently and reasonably.

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The role of the governors

Our school governors [in particular our Safeguarding Governor and the committee of Personal Development and Wellbeing] take a lead role in monitoring and reviewing the anti-bullying policy.

The role of teaching and non-teaching staff

All our Teaching and non-teaching staff should be aware of the policy and implement it accordingly.

They will:

- Foster in our pupils' self-esteem, self-respect and respect for others;
- Demonstrate by example the high standards of personal and social behaviour we expect of our pupils;
- Discuss bullying with all classes, so that every pupil learns about the damage it causes to both the child who is bullied and to the bully and the importance of telling a teacher about bullying when it happens;
- Be alert to signs of distress and other possible indications of bullying;
- Listen to children who have been bullied, take what they say seriously and act to support and protect them;
- Report suspected cases of bullying to our Designated Safeguarding Lead or Deputy Designated Safeguarding Leads;
- Follow up any complaint by a parent about bullying and report back promptly and fully on the action which has been taken. All incidents will be recorded using Arbor in line with the Behaviour Policy
- Deal with observed instances of bullying promptly and effectively, in accordance with agreed procedures.

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The role of pupils

We expect all our **pupils** to understand and uphold the anti-bullying policy.

They should:

- Refrain from becoming involved in any kind of bullying, even at the risk of incurring temporary unpopularity;
- Intervene to protect the pupil who is being bullied, unless it is unsafe to do so;
- Report to a member of staff any witnessed or suspected instances of bullying, to dispel any climate of secrecy and help to prevent further instances.

Anyone who becomes the **target of bullies** should:

- Not suffer in silence, but have the courage to speak out, keep notes if necessary, to put an end to their own unhappiness and that of other potential targets.

Advice to Pupils

What should I do if I am being bullied?

If you feel that you are being bullied, you should talk to a member of staff as quickly as possible. This may be your class teacher, but it can be any member of the school staff, teaching or non-teaching. If you feel unable to talk to an adult in school, you should tell someone else you trust. This can be a family member, another trusted adult, such as a scout leader, sporting coach or police officer or a friend. **In addition, you can put a note in the Worry Box which is monitored by our Pastoral Leader.**

What should I do if I see someone being bullied?

If you witness bullying you should report it immediately to a member of the school staff, another adult or someone you trust. If you are unable to speak to anyone at school, speak to your parents.

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The role of parents and carers

The role of parents and carers is very much one of a partnership with our school, where we work together to uphold the school's policies and encourage each child to be a positive member of the school community. We ask our parents to support their children and the school by:

- Helping their child to understand what bullying is;
- Watching for signs of distress or unusual behaviour in their children, which might be evidence of bullying;
- Advising their children to report any bullying to a member of staff and explain the implications of allowing the bullying to continue unchecked, for themselves and for other pupils;
- Advising their children not to retaliate violently to any forms of bullying;
- Being sympathetic and supportive towards their children and reassuring them that appropriate action will be taken;
- Keep a written record of any reported instances of bullying;
- Informing the school of any suspected bullying, even if their children are not involved;
- Co-operating with the school if their children are accused of bullying, to try to ascertain the truth and point out the implications of bullying, both for the children who are bullied and for the bullies themselves.

Advice to parents

Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately. Any complaints or problems will be acknowledged promptly and dealt with on the same day, where possible. Parents will be kept up to date on all actions taken and the effectiveness of those actions. In all cases of bullying, the Headteacher/Deputy Head will also become involved

Parents are regarded as partners and will be included in identifying and resolving incidents of bullying, working in collaboration with the school.

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Preventing, identifying and responding to bullying

The school community will work together to **prevent** bullying by:

- Embedding our Christian Values and Golden Threads in all aspects of our curriculum and ensure they are central to the ethos and heart of our school.
- Actively providing systematic opportunities to develop pupils' social and emotional skills, including their resilience through PSHE sessions and the broad curriculum opportunities.
- Celebrating success and achievements to promote and build a positive school ethos;
- Involving pupils in anti-bullying campaigns in school and embedded messages in the wider school curriculum;
- Encouraging the positive, responsible use of technology, especially mobile devices, including mobile phones through our computing curriculum and wider opportunities.
- Working with other agencies and the wider school community to prevent bullying.
- Provide list of supporting agencies and advice for staff and parents/carers (**see Appendix 2**)

Together we work to **identify** bullying by:

- Recognising that bullying can be perpetrated or experienced by any member of the community, including adults and children;
- Completing pupil and parent questionnaires to canvas children and wider community views on the extent and nature of bullying.
- Considering opportunities for addressing bullying in all forms throughout the curriculum, supported with a range of approaches e.g. through displays, assemblies, PSHE sessions, peer support, and the Collective Worship Team and the Student Voice group;
- Regularly updating and evaluating our approaches to take into account the developments of technology and provide up-to-date advice and education to all members of the community regarding positive online behaviour.

We will **respond** to bullying by:

- Completion of bullying report form by member of staff to whom it has been reported **through the Arbor system with appropriate attachment [See Appendix 3]**
- Prompt and regular communication with parents and children affected.
- Resolving the issues between those who bully and those who have been bullied swiftly and supportively;
- Challenging practice which does not uphold the values of non-discrimination and respect towards others.
- Working with other agencies and the wider school community to tackle concerns;
- Offering support to pupils who have been bullied and to those who are bullying in order to address the problems they have;
- Actively creating safe opportunities for children and young people to express their worries or concerns confidentially (worry boxes outside the Rainbow Room), and this will be followed up by the class teacher and Pastoral Leader.

Procedures for dealing with incidents of bullying behaviour

The following steps may be taken when dealing with all incidents of bullying reported to the school:

- Prompt contact with parents/carers of the perpetrator and victim
- Meetings with parents/carers and children concerned as soon as it is appropriate to do so.
- Records kept of all discussions
- Investigation of the situation with all staff concerned (teachers / LSAs / Lunchtime Supervisors)
- Feedback of findings to those concerned and outcomes of actions to be taken

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- Sanctions where necessary
- Contacting relevant professionals as required.
- In all cases, the details will be added to the school agreed behaviour recording system of Arbor filling in the Anti Bullying Form and attaching this to the incident. The incident may also need to be recorded on the CPOMS Safeguarding System and this will be decided by the Safeguarding Team. A written risk assessment will be undertaken by the DSL/DDSs to minimize risk of further harm and ensure the safety of all children and staff. Support will be offered to the alleged victim and the child/young person accused and any other child involved by different adults in school [to avoid conflict of interest].

Monitoring, evaluation and review

- The school will review this policy every three years formally and assess its implementation and effectiveness, including the use of pupil and parent questionnaires.
- The policy will be promoted and implemented throughout the school.

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Appendices:

Appendix 1: Definition of Peer on Peer Abuse

Whenever the victim and perpetrator are children, the abuse is defined as peer on peer. Peer on peer abuse is any form of physical, sexual, emotional and financial abuse, and coercive control, exercised between children and within children's relationships (both intimate and non-intimate).

Peer on peer abuse can take various forms, including:

- serious bullying (including cyber-bullying)
- relationship abuse
- domestic violence
- child sexual exploitation
- youth and serious youth violence
- harmful sexual behaviour and/or gender-based violence.

For further information, see our Peer on Peer Abuse Policy.

The following links are also informative:

http://www.trixonline.co.uk/website/news/pdf/policy_briefing_No-198.pdf

<https://www.farrer.co.uk/Global/Peer-on-peer%20abuse%20toolkit%202014.pdf>

Appendix 2: List of Supporting Organisations and Guidance

- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
- Childline: www.childline.org.uk
- New Choices Inc <http://newchoicesinc.org/educated/abuse/TDV/def>
- This is abuse campaign
https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/410010/2015-03-08_This_is_Abuse_campaign_summary_report_2.pdf
- Stop bullying.gov <http://www.stopbullying.gov/what-is-bullying/definition/index.html#types>
- DfE: "Preventing and Tackling Bullying. Advice for headteachers, staff and governing bodies", and "Supporting children and young people who are bullied: advice for schools" November 2014: <https://www.gov.uk/government/publications/preventing-and-tackling-bullying>
- DfE: "No health without mental health": <https://www.gov.uk/government/publications/no-health-without-mental-health-a-cross-government-outcomes-strategy>
- Family Lives: www.familylives.org.uk
- Kidscape: www.kidscape.org.uk
- MindEd: www.minded.org.uk
- NSPCC: www.nspcc.org.uk
- PSHE Association: www.pshe-association.org.uk

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- Restorative Justice Council: www.restorativejustice.org.uk
- The Diana Award: www.diana-award.org.uk
- Victim Support: www.victimsupport.org.uk
- Young Minds: www.youngminds.org.uk
- Young Carers: www.youngcarers.net

Cyberbullying

- Childnet International: www.childnet.com
- Digizen: www.digizen.org
- Internet Watch Foundation: www.iwf.org.uk
- Think U Know: www.thinkuknow.co.uk
- UK Safer Internet Centre: www.saferinternet.org.uk
- Whatis.com <http://whatis.techtarget.com/definition/cyberbullying>

CEOP

- <https://www.ceop.police.uk/Media-Centre/Press-releases/2009/What-does-sexting-mean/>

LGBT

- EACH: www.eachaction.org.uk
- Pace: www.pacehealth.org.uk
- Schools Out: www.schools-out.org.uk
- Stonewall: www.stonewall.org.uk

Continued

SEND

- Changing Faces: www.changingfaces.org.uk
- Mencap: www.mencap.org.uk
- DfE: SEND code of practice: <https://www.gov.uk/government/publications/send-code-of-practice0-to-25>

Racism and Hate

- Anne Frank Trust: www.annefrank.org.uk
- Kick it Out: www.kickitout.org
- Report it: www.report-it.org.uk
- Stop Hate: www.stophateuk.org
- Educate against Hate: www.educateagainsthate.com/

Show Racism the Red Card: www.srtrc.org/educational.org/educational

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Appendix 3: MHCE Bullying Report Form



Market Harborough C of E Academy Behaviour/Bullying

Incident report form

Name of child:	Date:
Name of child being bullied:	Staff:
Other people involved:	Statement given by:
Where incident took place:	When:
What happened:	
Action taken:	Any follow up required:
	Date of follow up:
Reported to Head? YES / NO	Verbal/Written:
Verbal report to parent? YES / NO	
Written report to parent? YES / NO	
Signed:	Date: