



LANGSTONE ACADEMY

ANTI-BULLYING POLICY



Date Reviewed and ratified: LGB June 2022

Next Review Date: June 2024

Langstone Academy promotes positive and tolerant attitudes to one another as part of its ethos. This applies to all who have an interest in the Academy whether pupils, staff, parents or visitors. Each member of the Academy's community must be treated with courtesy and respect and extend the same to others. Bullying behaviour or any incidents of peer on peer abuse is not tolerated and even though it can be difficult to detect, the academy community will be vigilant in its duty to safeguard children. Moreover, there can be confusion over the term "bullying" as it can mean different things to different people. It is also important to recognise that we should not label children and young people as either "bully" or "victim" as frequently children who bully have been bullied themselves.

The academy considers bullying to be:

- Deliberate, harmful behaviour repeated often over a period of time.

Bullying can take many forms. Examples of the four main types are:

- Physical - hitting, kicking, shaking, biting, hair pulling, spitting and taking of belongings.
- Verbal - name calling, insulting, racist, sexist or homophobic remarks.
- Emotional or indirect - spreading "nasty" stories about someone, excluding someone from social groups.
- Cyber bullying through the use of technology e.g. the internet, mobile phones or social media.

There are a number of good reasons for challenging bullying behaviour in the academy.

The safety and happiness of our pupils is paramount. When pupils are bullied their lives are made miserable.

- They may suffer injury or may be unhappy about coming to the academy.
- They are also likely to lose self-confidence and self-esteem.
- Children who bully also need support to challenge their inappropriate behaviour and help them to find more legitimate ways of getting their own needs met – children who bullied have often been on the receiving end themselves or have their own troubles to deal with.
- Bullying affects educational achievement.
- The unhappiness of bullied pupils is likely to affect their concentration and learning. A pattern of truancy, whether condoned or otherwise, may develop.
- It is imperative that the academy provides a model for helpful behaviour. If bullying behaviour is observed to go unchallenged then others may think that this is an acceptable way of achieving short-term goals.
- Pupils who are being bullied and their parents may interpret the academy's inaction as condoning unacceptable behaviour. Pupils may feel that there is little cause to respect those adults in authority.

We pride ourselves on a reputation as a caring, effective academy. Parents and others in the local community are impressed and reassured by an academy which demonstrates that it will respond positively and effectively to bullying, both through policy and action.

Reporting of bullying by parents and carers

Parents are encouraged to report incidents of suspected bullying, both towards their child and also directed by their child, to the class teacher or another appropriate adult. Parents have a right to arrange meetings with staff to discuss their concerns.

Principles for the management of incidents

A child who perceives they are being bullied should seek support from an adult and should try not to retaliate. They can receive help from appropriate adults in the academy. The Academy has an open door policy in so far as anyone can report an incident to a person of his/her choice initially.

In all cases, children should feel:

- The academy is a secure environment in which incidents can be reported confidently.
- Safe.
- That bullying is taken seriously.
- That teachers and other appropriate adults will respond calmly and consistently to incidents of perceived bullying.
- Support will be available for all parties whilst the issues are resolved using a restorative approach at the appropriate time
- The interventions which are put in place are monitored and followed up appropriately at the individual, group or whole academy level.
- Their parents will be involved with the focus being that of joint problem solving.
- That the timescale for action will be prompt.

Help within the academy

All forms of peer on peer abuse that cause on-going distress must be reported on CPOMs and the flow chart of actions followed and recorded. All members of the Academy's community must be vigilant and report any perceived incidences of bullying.

The Nurture Team will be responsible for the monitoring and support offered in the academy with all records kept on CPOMs (our electronic record keeping system).

The Headteacher will decide on interventions that are personalised on a case by case basis.

Where issues are raised, these will be followed through in discussion with all concerned - separately initially.

Set sessions to talk things over with an adult (e.g. Learning Mentor) for the children involved, at each stage in the procedures, are essential. Feedback of outcomes is also essential if parents and pupils are to have confidence in the system and feel that the issues involved are being taken seriously.

National Organisations

Please note that not all these organisations are solely (or primarily) concerned with bullying. This list is not comprehensive.

Family Lives (Parentline Plus) www.familylives.org.uk Parenting and family support through our website, online chat, helpline 0808 800 2222 and parenting classes.

Kidscape - Preventing bullying, protecting children. www.kidscape.org.uk We equip young people, parents and professionals with the skills to tackle bullying and safeguarding issues across the UK.

Bullying UK www.bullying.co.uk/advice-for-parents/ If your child is being bullied, read our advice on how to support them. Get advice and support whenever you need it. Helpline 0808 800 2222

Signed



Signed

Headteacher

Chair of Governors