



The Academy at
St James
Aspire, Achieve, Believe

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Reviewed and Approved by:- Governors

Date of meeting:- October 2022

Signature:- Mrs Rebecca Albentosa

Position:- DSL

Date:- September 2022

Next review date:- September 2024

The Academy St James

Anti-Bullying Policy

Introduction

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. 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. We are a *TELLING* school. This means that *anyone* who knows that bullying is happening is expected to tell the staff. Each pupil has signed the anti-bullying pledge.

Objectives of this Policy

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors 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.

What Is Bullying?

Bullying is the use of aggression with the intention of hurting another person. 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
 - 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

Vulnerable Groups

We recognise that some groups of pupils may be more vulnerable to bullying, including:

- Looked After Children
- Gypsy, Roma and Traveller children
- Children with Special Educational Needs or Disabilities (SEND)
- Children from ethnic minorities
- Children entitled to Free School Meals

- Children for whom English is an Additional Language
- Children who are perceived to be gay, lesbian or bisexual

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

Schools have a responsibility to respond promptly and effectively to issues of bullying.

Signs and Symptoms

A child 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 child:

- is frightened of walking to or from school
- doesn't want to go on the school / public bus
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated. If there is a problem we believe in early intervention between home and school and will inform parents if we are concerned about their child's behaviour. This enables us to work together. If parents have any concerns about major changes in their child's behaviour at home, they should discuss them with the class teacher.

Procedures

1. Report bullying incidents to staff
2. In cases of bullying, the incidents will be recorded by staff
3. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
4. In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem
5. An attempt will be made to help the bully (bullies) change their behaviour
6. If necessary and appropriate, the appropriate authority will be consulted depending on the nature of the incident.

Outcomes

The situation will be monitored on a daily basis and parents/carers will be given regular feedback.

If bullying persists parents/carers will be made aware of the seriousness of their child's actions. The child displaying unacceptable behaviour, may be asked to genuinely apologise (as appropriate to the child's age and level of understanding). Other consequences may take place: eg a parent being informed about their child's behaviour and a request that the parents support the school with any sanctions that it takes and appropriate plans will be in place. Support from outside agencies may be sought if deemed appropriate. Wherever possible, the pupils will be reconciled.

An intervention plan will be started, aimed at rebuilding the victim's self-esteem, and the assistance of specialists within the authority such as the School Psychological Service, may be requested.

The ultimate sanction is EXCLUSION of the bully from school. As a school we have a responsibility, before resorting to this, to do everything reasonably possible to effect a change in the behaviour of the bullying child, so that he/she can ultimately live in an adult world showing empathy to other people.

Strategies to Prevent Bullying

Our principal aim is to provide a safe, secure environment in school. Through the PSHE curriculum and Daily Act of Collective Worship, children can develop a heightened awareness of their own and others' feelings and needs. Children should be encouraged to develop practical strategies and solutions to bullying and social problems by:-

Developing assertiveness strategies

Encouraging them to always tell an adult

Encouraging bystanders to seek help

Increasing their understanding of the effects of bullying

Challenging thinking and attitudes

We will use different methods for helping children to prevent bullying, as and when appropriate, these may include:

- highlighting anti-bullying during the Autumn term
- using the SEAL materials-section on bullying
- signing an anti-bullying pledge each year
- writing stories or poems or drawing pictures about bullying
- reading stories about bullying or having them read to a class or assembly
- having discussions about bullying and why it matters

This policy is based on the sample policy issued by Kidscape

This policy will be reviewed annually during the autumn term

November 2019