



## **Calveley Primary Academy** **Anti-Bullying Policy**

At Calveley Primary Academy, we are proud to deliver a rich and creative learning experience that enables all the children to fulfil their potential. Our vision puts children first. We aim for all children to be successful, independent learners and effective decision makers. We value the individual and are committed to an inclusive education promoting respect for all, working in partnership with governors, parents and the local community.

**Safeguarding** - See School Safeguarding Policy. <sup>[1]</sup><sub>[SEP]</sub> All staff have appropriate child protection and safeguarding training with the Head of School the designated lead responsible for monitoring safeguarding issues in school. We actively encourage our children to use modern technology to the fullest of its potential. In this school we believe that the best protection from the dangers that can exist around online safety is to develop pupil's awareness through our teaching and their learning. All staff have had PREVENT training and are aware of the dangers that can exist to children's well-being in its many forms. <sup>[1]</sup><sub>[SEP]</sub>

## **What is bullying?**

Bullying is behaviour which deliberately makes another person feel uncomfortable, distressed or threatened.

Bullying is repeated over time.

Bullying makes those being bullied feel powerless to defend themselves.

## **What types of bullying are there?**

- Emotional (being unfriendly, excluding, tormenting, threatening behaviour)
- Verbal (name calling, sarcasm, spreading rumours, teasing)
- Physical (pushing, kicking, hitting, punching or any use of violence)
- Extortion (demanding money/goods with threats)
- Cyber (all areas of internet, email and internet chatroom misuse.  
Mobile threats by text messaging and calls.- See E-safety policy  
Misuse of associated technology ie: camera and video facilities including those on mobile phones.
- Racist (racial taunts, graffiti, gestures)
- Sexual (unwanted physical contact, sexually abusive comments)
- Homophobic (because of, or focussing on the issue of sexuality)

## **What are the signs and symptoms of bullying?**

A person may indicate by signs or behaviours that they are being bullied. Everyone should be aware of these possible signs and should investigate if the person. This is not a definitive list juts some helpful guidance;

- Is unwilling to go to school
- Becomes withdrawn, anxious or lacking in confidence
- Becomes aggressive, abusive, disruptive or unreasonable
- Starts stammering
- Threatens or attempts suicide
- Threatens or attempts self harm
- Threatens or attempts to run away
- Cries themselves to sleep at night or has nightmares
- Feels ill in the morning
- Performance in school work begins to drop
- Comes home with clothes torn, property damaged or 'missing'
- Asks for money or starts stealing money
- Has dinner or other monies continually 'lost'
- Has unexplained cuts or bruises
- Comes home 'starving'
- Bullying others
- Changes in eating habits
- Is frightened to say what is wrong
- Afraid to use the internet or mobile phone
- Nervous or jumpy when a cyber message is received
- Gives improbable excuses for their behaviour.

- Over affectionate
- Bed wetting
- Excessively self critical
- Uses avoidance tactics
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### **How can we prevent Bullying?**

Bullying in any form is not acceptable. This can be done by:

- Developing an effective anti-bullying and behaviour policy and practice. The Academy will then become a safer and happier environment, with consequent improvements in attitudes, behaviour, and relationships and with a positive impact on learning and achievement.
- Work in Academy which develops empathy and emotional intelligence (CARE)
- Any incidents treated seriously and dealt with immediately.

### **Why is it important to respond to bullying?**

#### **Bullying Hurts!**

Everybody has the right to be treated with respect.

Everybody has the right to feel happy and safe.

No-one deserves to be a victim of bullying.

Bullies need to learn different ways of behaving.

#### **Our Academy will respond promptly and effectively to reported incidents of bullying**

### **Harmful Sexual Behaviour**

As a school we place a high priority on educating our children about harmful sexual behaviour and how to keep safe. The term 'harmful sexual behaviour' refers to sexual behaviour which is developmentally inappropriate, abusive, and sometimes violent.

- Sexual harassment – unwanted conduct of a sexual nature which makes someone feel intimidated, degraded, or humiliated, such as sexualised gestures and unwanted sexually explicit and/or derogatory, degrading, homophobic, or misogynistic comments (e.g. 'slut' or 'slag').
- Sexual violence – engaging in (or causing someone to engage in) sexual activity without consent, whether this is physical (such as rape, assault by penetration, and sexual touching without consent) or online.

When responding to an incident of harmful sexual behaviour, school should take into account:

- The nature of the incident, and whether a crime has been committed.
- The context, including the ages and developmental stages of the children involved, their backgrounds, and whether there is any sort of power imbalance.
- Whether the incident is a one-off or part of a sustained pattern of abuse.
- Whether there are links between the incident and other related issues (e.g. child sexual or criminal exploitation).
- Whether there are ongoing risks to the victim, other children, and school or college staff.

- How the child who was affected by the behaviour wants to proceed – you will need to balance respecting their wishes with your responsibilities to protect other children.
- Whether there is any need for disciplinary action (e.g. sanctions or remedial action, such as making an area of the school more safe).

When an incident is low-level – such as sexual name-calling or commenting on someone's body parts in a sexual way – it will be dealt with following Calveley Academy's sanctions including having a whole-class discussion or assembly about inappropriate behaviour, as a reminder to all children, or take remedial action (such as having a member of staff present in secluded areas of the school). Such incidents will be reported to your DSL and recorded on Cpoms.

When an incident is high-level – such as sexual assault or rape – it requires immediate intervention and action. This may include calling the police or social care, if a child is in immediate danger or if there is an allegation which includes a criminal offence. When an incident is high-level – such as sexual assault or rape – it requires immediate intervention and action.

Besides responding to incidents of harmful sexual behaviour, Calveley Academy recognises the importance of schools reducing the likelihood of this behaviour occurring in the first place. Strategies for doing so include creating a safe, healthy school environment, providing positive education on the subject area (including healthy relationships and consent), promoting positive life skills, and having clear expectations, policies, and procedures in place.- See RSE and Safeguarding Policy

## **Safeguarding**

Safeguarding is everyone's business and the school takes the responsibility of safeguarding our staff and learners extremely seriously. SEE SAFEGUARDING POLICY.

## **E- Safety**

Whenever a child uses the internet it is important we are aware of this activity. E-Safety is a priority in all learning. Zip it, Block it, Flag it. SEE E-SAFETY POLICY.

## **Responses to Bullying**

Pathways of help – next page

To be reviewed Before April 2023

## PATHWAYS OF HELP

Child is bullied

↓  
**Step 1**

Student personally approaches:  
Buddy/Peer Mentor  
Class Teacher

If continues

**Step 2**

Student meets with class teacher  
Discussion on the facts

If continues

**Step 3**

Discussion/Interview with all parties  
Will use: suggested and agreed actions/strategies

If continues

**Step 4**

Senior member of staff  
Directs to a variety of help strategies delivered by 'trained' personnel e.g.  
Restorative justice  
Mediation/counselling  
Anger management training & self help

If continues

**Step 5**

Head of School and Chair of Governors

## **Support Agencies**

**Anti-bullying Alliance** - the alliance brings together over 60 organisations into one network with the aim of reducing bullying. Their website has a parent section with links to recommended organisations who can help with bullying issues

[www.anti-bullyingalliance.org.uk](http://www.anti-bullyingalliance.org.uk)

### **Kidscape**

[www.kidscape.org.uk](http://www.kidscape.org.uk)

02077303300

**Childline** – advice and stories from children who have survived bullying

08000 1111

### **Bullying on line**

[www.bullying.co.uk](http://www.bullying.co.uk)

**Parentline Plus** – advice and links for parents [www.parentlineplus.org.uk](http://www.parentlineplus.org.uk)

08088002222

### **Parents Against Bullying**

01928 576152

## **Useful sources of information**

**Stonewall** - the gay equality organisation founded in 1989. Founding members include Sir Ian McKellen. [www.stonewall.org.uk](http://www.stonewall.org.uk).

**Cyberbullying.org** - one of the first websites set up in this area, for young people, providing advice around preventing and taking action against cyberbullying. A Canadian based site [www.cyberbullying.org](http://www.cyberbullying.org)

**Chatdanger** - a website that informs about the potential dangers online (including bullying), and advice on how to stay safe while chatting [www.chatdanger.com](http://www.chatdanger.com)

**Think U Know** - the Child Exploitation and Online Protection Centre (CEOP), has produced a set of resources around internet safety for secondary Academies [www.thinkuknow.co.uk](http://www.thinkuknow.co.uk)

**Know IT All for Parents** – a range of resources for primary and secondary Academies by Childnet International. Has a sample family agreement [www.childnet-int.org/kia/parents](http://www.childnet-int.org/kia/parents)