



'Growing up together in Newtown'

St. George's C of E Academy Newtown

Anti-Bullying Policy 2021

MISSION STATEMENT

We are a Church of England School with a strong Christian ethos. We do not discriminate between children and treat them all as individuals. We offer a wide range of exciting and educational opportunities to enhance skills, talents and creativity. The school community appreciates, and accepts others, celebrating the achievements of all.

AIMS OF THE SCHOOL

At St. George's C of E Academy Newtown, we want ALL of our children to:

- Have an enthusiasm and thirst for learning
- Have confidence to be themselves and consistently aim high to challenge their potential;
- Have an awareness for the world beyond their own – have respect and understanding of others with circumstances different to their own;
- Explore all opportunities provided to discover their talents and abilities;
- To be kind and respectful members of their community;
- Have embedded morals;
- Have fun, good memories of their school life;
- Be inspirational role models.

Issued: January 2021

Reviewed: January 2024

What Is Bullying?

Bullying is the use of sustained intimidation with the intention of hurting another person physically/emotionally or both at the same time. 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

Why is it Important to Respond to Bullying?

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

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 are 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 at St George's Academy as stated in our Pastoral policy section 1.8

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
- isolates themselves from their peers/adults/family

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated

Procedures & Outcomes.

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

For the first incident of bullying, the class teacher will assume responsibility for the handling of the situation, even if they have not been the first point of contact made by the child. Parents will be invited in to discuss the matter with the class teacher, who will also record the incident on E-Portal. Consequences of their action will involve:

- The bully (bullies) to apologise sincerely.
- Bully may receive daily/weekly sessions with the "Learning Mentor" to ascertain the reasoning behind this unacceptable behaviour.
- The pupils being reconciled.
- After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
- The bully (bullies) undertaking some form of corrective exercise, time in the zone for example, which will be determined by the severity of the incident.

Should a second incident occur within the time limit of one academic year then the BECO or Vice Principal will be responsible for the E-Portal reporting and handling of the situation, including another meeting with parents to outline the consequences should there be a further repeated incident.

If a third incident is recorded in the same academic year, then the Principal will be responsible for handling the matter and suspension or even exclusion may well be considered.

Should an incident be determined serious enough the matter will be referred immediately to the Senior Leadership Team or appropriate acting adult who will deal with the situation.

Any incidents will be expunged each academic year.

Prevention

At St George's we believe in prevention, therefore as a whole school, we deal with the issue of bullying during assemblies and with weekly PHSE lessons.

Additionally, we use KIDSCAPE methods for helping children to prevent bullying. As and when appropriate, these may include:

- writing a set of school rules
- signing a behaviour contract
- writing stories or poems or drawing pictures about bullying
- reading stories about bullying or having them read to a class or assembly
- making up role-plays (or using KIDSCAPE role-plays)
- having discussions about bullying and why it matters

Mental Health and Wellbeing

At St George's, we understand that if a pupil experiences bullying this can have a negative impact on that child's mental health and well-being. We are also aware that the child carrying out the 'bullying' can also be experiencing difficulties with their own mental health and wellbeing and that this behaviour is often a reaction based on their own experiences.

We take guidance from the most recent Keeping Children Safe in Education Document which states:

- All staff should also be aware that mental health problems can, in some cases, be an indicator that a child has suffered or is at risk of suffering abuse, neglect or exploitation.
- Only appropriately trained professionals should attempt to make a diagnosis of a mental health problem. Staff however, are well placed to observe children day-to-day and identify those whose behaviour suggests that they may be experiencing a mental health problem or be at risk of developing one.
- Where children have suffered abuse and neglect, or other potentially traumatic adverse childhood experiences, this can have a lasting impact throughout childhood, adolescence and into adulthood. It is key that staff are aware of how these children's experiences, can impact on their mental health, behaviour and education.
- If staff have a mental health concern about a child that is also a safeguarding concern, immediate action should be taken, following their child protection policy and speaking to the designated safeguarding lead or a deputy.

HELP ORGANISATIONS:

Advisory Centre for Education (ACE)

0808 800 3555

Coram Children's Legal Centre

020 7713 0089

KIDSCAPE Parents Helpline (Mon-Fri, 10-4)

0845 1 205 204

Parentline Plus

0808 800 2222

Youth Access

020 8772 9900

Bullying Online

www.bullying.co.uk 0800.800.2222

Childline

0800 -1111

NSPCC

help@nspcc.org.uk 0800 800 5000

Visit the Kidscape website www.kidscape.org.uk for further support, links and advice.