

Anti-bullying Strategy

Anti-Bullying Policy

(in conjunction with Academy Behaviour Policy)

Statement and Rationale

At Rowena Academy our aim is to ensure that all pupils learn in a supportive, caring and safe environment without fear of being bullied. There is a strong emphasis on high quality team work in our Academy, which creates a sense of belonging. Everyone contributes to creating an extremely positive environment where children feel happy, secure and keen to learn. Children grow in confidence and self-belief as all at the Academy are encouraged in the belief, expressed in our vision statement that, 'Hand in Hand together we can!' Through the caring and sharing attitude we try to foster in our Academy the children learn to respect and value each other and each other's belongings. This respect helps to keep our Academy a very happy place. Rowena Academy has been awarded the Anti-Bullying Gold Charter Mark in recognition of this. However, there are many factors which can influence children and they need to learn, through example and discussion, that we will not accept bullying in any form. Within the curriculum the academy will raise the awareness of the nature of bullying through inclusion in PSHCE, SEAL sessions, assemblies, Circle Time and through subject areas, as appropriate, in an attempt to eradicate such behaviour.

Aims and Objectives

The overall aim of the Academy is to have an educational community which promotes and provides excellence in teaching, learning, relationships and opportunities, through high expectations and adherence to traditional values. Therefore all members of Rowena Academy have a right to feel welcome, secure and happy. Pupils should expect to learn in a supportive and caring environment without fear of bullying. Bullying is antisocial behaviour and affects everyone. Any form of bullying is totally unacceptable in our Academy. However, human nature being as it is, despite our culture of zero tolerance towards this issue, there may be some instances of pupils attempting to bully each other within the Academy - often as a result of offsite situations or incidents. Therefore, we aim to deal with any bullying complaints firmly, fairly and promptly. We treat bullying as a serious offence and take every possible action to keep it to a minimum.

At Rowena we aim:

- To create an environment where bullying is not tolerated.
- To ensure that all pupils are aware of their rights and responsibilities and know how to seek help if those rights are being violated.
- To encourage pupils to work well, develop good relationships and offer each other mutual support and respect.
- To encourage pupils to behave in a respectful and positive way to one another.
- To raise awareness and equip pupils to deal with bullying through PSHCE programmes, SEAL / SEAD lessons, assemblies and peer supporters (Rowena Rangers, Academy Council etc).
- To review and monitor the effectiveness of our anti-bullying policy annually.

Definitions

Bullying can be:

- **Physical** – pushing, kicking, hitting, pinching, any form of violence, threats.
- **Verbal** – name calling, sarcasm, spreading rumours, persistent teasing.
- **Emotional** – tormenting, threatening ridicule, humiliation, exclusion from groups or activities.

- **Racist** – racial abuse, graffiti, gestures.
- **Sexual** – unwanted physical contact, abusive comments.
- **Damage to property or theft** - demanding possessions, money, deliberately damaging belongings.
- **Homophobic** – taunts, graffiti, gestures relating to the sexual orientation of a person.
- **Cyber** – sending threatening or abusive text messages, emails or images. Writing abusive or negative things about people on line.

Signs of being bullied:

- Reluctance to come to school.
- Withdrawn, isolated behaviour.
- Tearfulness.
- Refusal to talk about problems.
- Being easily distressed.
- Regularly feeling ill.
- Change in pupil behaviour or confidence.

What to do as a parent/carer:

- Encourage your child to follow the Rowena Golden Rule of 'we tell a grown up if we have a problem'.
- Talk to your child about their school day.
- Encourage your child to always report any incidents to an adult at the Academy so the incident can be investigated immediately.
- Report any concerns to your child's class teacher.

What the Academy will do:

- Take all incidents seriously.
- Investigate incidents as thoroughly and promptly as possible.
- Ensure that pupils, in the first instance, are interviewed separately.
- Wherever possible obtain information from witnesses.
- Keep records of reported incidents on CPOM's.
- Encourage the pupils to agree a resolution.
- Impose appropriate sanctions.
- Inform parents/carers of serious incidents.
- Provide a clear strategy for managing future incidents.
- Provide peer supporters and access to adult support, as appropriate.
- Promote a zero tolerance of the issue.

Procedures

- If a child is seen acting in an unacceptable way towards others they will be reminded about the way we behave at Rowena and asked to apologise.
- A repeat of the behaviour will result in a reprimand.
- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached.
- A clear account of the incident will be recorded and given to the Principal.
- The Principal / Parent Support Adviser will interview all concerned and will record the incident.
- Parents will be kept informed.

Pupils will be supported by:

- offering an immediate opportunity to discuss the experience with a member of staff.
- reassuring the pupil.
- offering ongoing support.
- restoring self-esteem and confidence.

Pupils who are found to have caused the incident will be helped by:

- discussing what happened.
- discovering why the pupil became involved.
- establishing the wrong doing and the need to change.
- informing parents/guardians to help change the attitude of the pupil.

All incidents of bullying will be dealt with in accordance with the sanctions for inappropriate behaviour listed in the Behaviour Policy.

Academy activities which tackle bullying

- Participation in Anti-Bullying Week.
- Assemblies.
- SEAL / SEAD activities.
- PSHCE programmes.
- Displays.
- Academy Council discussions.
- Star Time.
- Liaison with external agencies.

Monitoring and Evaluation

This policy is monitored and evaluated regularly with the Education Advisory Body and Academy Council.

The following performance indicators are used to evaluate the policy within the context of the pastoral support given to all pupils and staff:

- Behaviour on the Academy site (recorded on C-POM's).
- Levels of punctuality and attendance.
- Evidence of self-discipline.
- Good manners and consideration for others.

- Levels of exclusion.
- Referrals for agency involvement (CAHMS etc).
- Feedback from Academy Council.
- Feedback from pupil and parental questionnaires.

This policy was reviewed in September 2018 and will be reviewed again in September 2019.

Signed
Principal

M. Benton