



East Brent
C of E Academy

Where a Love of Learning is Nurtured and Enriched

Anti-Bullying Policy



Date Agreed	June 2022
Review Date	June 2025

Introduction

East Brent C of E Academy recognises the need to provide a safe physical and emotional environment for its pupils. The school believes in the welfare of children and promotes their rights to be safe. The anti-bullying policy forms also part of the core behaviour policy. We foster an ethos of respect and care for each other and each other's belongings. We aim to work together to make our school a safe and secure place for all pupils.

Bullying can take a number of forms:

- physical violence e.g., hitting, kicking
- emotional and verbal e.g., name calling, exclusion, threat and coercion
- damage to personal property e.g., destroying school work or others belongings
- through the use of on-line media (e.g. – commenting on another child's electronic work or game playing)

Aims:

At East Brent C of E Academy, we aim to:

- use all staff, parents and pupils as a positive resource in countering bullying and encourage all to be vigilant in this respect;
- listen seriously to pupils who need to talk about bullying;
- record all incidents found to involve bullying;
- use the curriculum as a vehicle to raise awareness of bullying, its unacceptable nature and the school's expectations regarding it;
- give support to both bullies and victims when cases arise;
- involve parents, carers and outside professional agencies, if necessary, to support behaviour modification strategies;
- ensure that all accessible areas of the school are supervised by a member of staff at identified times;
- seek to promote self-esteem of all pupils;
- encourage all bystanders and those directly involved in any incident to tell an adult in the school.

Procedures:

If an incident does occur in the school the following procedures are in place:

- incident is reported and logged
- class teacher is informed
- Executive Headteacher/ Deputy Headteacher is informed
- Executive Headteacher/ Deputy Headteacher speaks with children concerned
- Executive Headteacher/ Deputy Headteacher informs all staff of outcomes
- Executive Headteacher/ Deputy Headteacher decides whether to involve parents/carers at this stage
- If bullying persists then Executive Headteacher/ Deputy Headteacher informs parents/carers, inviting them in to school for discussion and agree a way forward
- Outside professional agencies may be consulted for advice.

Strategies employed to discourage bullying:

The ethos of the school, centered in our vision statement and school maxim, is one of working together within an environment of Christian values. We believe this discourages a climate of bullying.

The staff employ a variety of strategies to support this, to give help to individual children, and to enable our aims to be fulfilled.

These include making reference to and reminding children of:

- weekly JIGSAW targets
- focus on different Christian/British values
- the use of Circle Time
- attendance at Collective Worship daily
- reference to the Playground Agreement
- reference to Stop, Walk, Talk
- personal, social, health and citizenship education
- relationships, sex education
- children's rights and responsibilities
- stories linked with Religious Education/ PSHE

Parental Guidance:

Any parent contacting the school with a particular concern will always be taken seriously. The first point of contact for the parent will be the child's class teacher. We recognise that the following contributes to good practice:

- recognising that the parent may be angry or upset
- keeping an open mind – bullying can be difficult to detect, so a lack of staff awareness does not mean that no bullying has occurred
- remaining calm and understanding
- making it clear that the school does care and that something will be done
- explaining the agreed school procedures and policy and ensuring these are followed

If a parent does not feel that the situation has been dealt with satisfactorily by the class teacher, then the next stage would be for the parent to contact the Executive Headteacher/ Deputy Headteacher.