



Policy Number: CRA-AP-002
Issue / Version No.: 1

Anti-Bullying Policy

Current Status:

Ratified

Compliance:

All members of Chandlers Ridge Academy staff will follow Academy policies. The consequences of non-compliance may include disciplinary or legal action.



Document Control

Application	This policy pertains to all activities undertaken by all staff at Chandlers Ridge Academy
Associated policy reference and title	Behaviour Safeguarding Equal Opportunities SEN
Date of ratification	
Date of review	Feb 2022
Replacing	Anti Bullying 2018
Policy Lead	Louise Lidgard Head Teacher
Members of working party	
This policy has been ratified by:	
This policy has been ratified by: Board or Sub-Committee (specify)	
Date	

Consultation Audit Trail

Name	Role	Version	Date
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Change Log

Summarise the major changes between versions below

Pg/Section	Change	Version	Date
7	Put more detail into roles	0.1	Feb 2020
8	added criminal law information	0.1	Feb 2020
9	detail on sanctions added	0.1	Feb 2020
10	added information about where to get help	0.1	Feb 2020



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Chandlers Ridge Academy Anti Bullying policy

1 Definition of bullying

Bullying is not easy to define – there are many forms of behaviour, which under certain circumstances could constitute bullying. As a working definition we use the following:

“Bullying is the wilful, conscious and repeated infliction of threat, fear or actual harm.”

Bullying often involves:

- Deliberate hostility and aggression towards the victim
- A victim who is weaker or less powerful than the bully or bullies
- An outcome which is distressing and/or painful for the victim

Bullying can be:

- **Physical:** pushing, kicking, hitting, pinching and other forms of violence or threat
- **Verbal:** name-calling, sarcasm, spreading rumours, persistent teasing
- **Emotional:** exclusion (e.g. leaving children out), tormenting (e.g. hiding possessions, sending text-messages, making threatening gestures), ridicule, humiliation
- **Racial:** taunts, graffiti, gestures
- **Sexual:** unwanted physical contact, abusive comments

This list is not exhaustive but is intended to give an idea of the range of behaviour which could be construed as bullying. It should be noted that isolated minor incidents of some of the behaviour above may not constitute bullying.



2. Scope and aims of Policy and Objectives

The aims of our anti-bullying policy are as follows:

- To create an ethos in which attending our school is a positive experience for all members of our community
- To make it clear that all forms of bullying are unacceptable at our school.
- To enable everyone to feel safe while a Chandlers Ridge Academy.
- To encourage pupils to report incidents of bullying, including cyber bullying.
- To deal with each incident of bullying as quickly and as effectively as possible, taking into consideration the needs of all parties and of our community, and, as a result, to reduce the incidents of bullying.
- To support and protect victims of bullying and ensure they are listened to.
- To help and support children/young people displaying bullying behaviour to change their attitudes and understand why it needs to change.
- To liaise with parents and other appropriate members of our community.
- To ensure all members of our community feel responsible for helping to reduce bullying.

3. Responsibilities

1. **VALT:** Vision Academy Learning Trust has overall responsibility to ensure that policies and procedures are in place for the processes associated with the Chandlers Ridge Academy
2. **LGB:** The Local Governing Body has responsibility to ensure that Chandlers Ridge Academy operates within the policies and procedures set out by VALT.
3. **Head Teacher:** The Head Teacher has responsibility to ensure that operational services are suitably established within the policy and procedural framework set out by VALT, and to ensure that all staff and volunteers understand and comply with the policy and procedural framework.
4. **Senior Leadership Team:** Each Senior Leader is responsible for ensuring that the policies and procedures are adhered to within their area of accountability.
5. **Teachers:** Each Teacher is responsible for ensuring that the policies and procedures are adhered to within their area of accountability.
6. **All Staff and volunteer helpers:** All staff and volunteer helpers within the scope of the policies and procedures are responsible for the implementation of the policy within their own area of accountability

3.1 Curriculum Links

- Children will be told frequently that bullying is not tolerated in the school.



- Children will be made aware of different types of bullying and through curriculum subjects the impact that bullying can have– especially IT, English, PSHE and RE.
- School assemblies and Jigsaw PSHCE sessions will be used to address the general issue of bullying.
- Parents will be informed of the school’s policy on bullying through the school induction programme. This policy will be made available to parents on the school website.

4. Key Themes

4.1 What bullying is not

To deal with allegations of bullying successfully and appropriately we believe it is important to understand what does not constitute bullying. Examples would be

- Rough play
- Falling out with friends
- Accidental injury
- Loss of temper during playground games
- One off arguments (or even fights)
- Teasing when this stops when corrected.

Whilst we recognise that sometimes children can feel hurt or upset when one off incidents or minor friendship issues occur, it is also an important part of children’s development to develop social skills to deal with these situations. These incidents will be dealt with through our Behaviour policy.

4.2 Curriculum Links

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- Children will be made aware of different types of bullying and through curriculum subjects the impact that bullying can have– especially IT, English, PSHE and RE.
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- Parents will be informed of the school’s policy on bullying through the school induction programme. This policy will be made available to parents on the school website.



5. Procedure/Process

5.1 Intervention

All staff take all forms of bullying seriously and seek to prevent it from taking place. A range of methods are used to help prevent bullying and establish a climate of trust and respect for all. The teaching is integrated into PSHE through Jigsaw work and is founded on our behaviour policy of Be Ready, Be Respectful and be safe. Our reward system is based on praise and rewards to celebrate the best choices in play and learning.

5.2 The role of the staff

When an incident of suspected bullying is brought to the attention of the class teacher the following actions will be taken

1. Class teacher will investigate whether bullying has taken place
2. If bullying has taken place this is reported to SLT and Designated safeguarding lead and logged on CPOMs and if continuing brought by phase leader to the pupil information meetings.
3. If it is not bullying the teacher will use the behaviour policy to decide what appropriate action is required.

5.3 The role of the Head teacher

- To implement the school's anti bullying strategies and monitor these.
- Ensure staff receive appropriate training and are aware of the policy and how to deal with these
- Meet with the safeguarding Governor at least twice a year
- Report to the Governing body about the effectiveness of the policy
- Liaise with outside agencies, as appropriate.

5.4 The role of the pupils

Pupils are encouraged to tell an adult if they are being bullied or if they witness someone else being bullied and if the bullying continues they must keep letting people know. Children will have PSHE time and pupil surveys to share their views on a range of issues.



The role of parents and carers

Parents have the responsibility to support the school's antibullying policy and actively encourage their children to be a positive member of the school. If they suspect that their child may be the perpetrator of bullying they must contact their class teacher and if they are not satisfied with the response, they should contact the Head teacher. If they continue to be dissatisfied they should follow the schools complaints procedure.

5.5 The role of the Local Governing Body

The LGB have adopted this policy and supports the head teacher in eliminating bullying from our school. This policy will be reviewed every two years or sooner to accommodate any legislative or regulatory changes.

Our named governor will

- be the link to the LGB and the school in relation to anti bullying
- help the LGB to ensure it fulfils its statutory duties
- check the school has accurate and appropriate records relating to anti bullying
- Meet regularly with the Head teacher to discuss concerns and provide updates to the LGB, as necessary.

5.6 Dealing with incidents

Any incident of bullying in school will be treated with the utmost seriousness. The nature, frequency and severity of the bullying will be considered when determining the appropriate course of action. We will show the bully and the victim that we care about our pupils and bullying will not be tolerated and our response to bullying is a corrective one. The victim's well-being is of paramount importance. We will help pupils to understand the impact of their behaviour on others and how they can change their behaviour. We will also help pupils develop resilience and emotional strength to deal with incidents themselves in the first instance. In many cases dealing with bullying this will include:

Step one

- Taking the incident seriously and take action as quickly as possible and reassure the victim.
- Meeting the victim or victims individually and get a grasp of the fact and related feelings and make a note of this. Offer help, advice and support to the victim.



- Interviewing the bully or bullies individually – notes may be taken or they may be asked to write down their own version of events. Also speak with others who witnessed this include good friends etc.
- If suitable, get all the children together and try and get a positive resolution to the situation. This will need closely monitoring.
- Contacting the parents of victim(s) *and* bully (ies) and inviting them to contribute to the resolution of the problem.
- Emphasising the school's stance on bullying to the parents of the bully(ies) and explaining clearly any sanctions which are considered appropriate.
- Finding ways to address the actions of the bully(ies) and helping them to modify their behaviour.
- Ensuring that teachers and support staff are aware of incidents so that they can be on the lookout for further problems.

Step two

If the incidents continue

- The SLT will be informed and speak to both parties
- Parents will be informed and a review time set for parents and pupils.
- Inform all staff if the situation arose from a situation where everyone should be vigilant.

Step three

If step one and two does not resolve the situation then the Head teacher will inform the Chair of Governors.

Sanctions

Where pupils do not respond to the preventative strategies to combat bullying, tougher action will be taken to deal with persistent and violent bullying. Sanctions are determined by the nature of the bullying on a case to case basis.

Sanctions may include;

- Removal from the group (in class)
- Withdrawal of break and lunchtime privileges
- Withholding of participation in visits or sports events which are not an essential part of the curriculum.
- Fixed term and permanent exclusion from school. An exclusion would only be considered in a case of extreme and continuing bad behaviour, bullying, sexual harassment etc. Any exclusion for even a short time would be discussed and agreed by the Chair of Governors and the Head.



5.7. Discipline and tackling underlying issues of bullying

The school will apply disciplinary measures to pupils who bully to show clearly that their behaviour is wrong. Disciplinary measures will be applied fairly, consistently and reasonably taking account of any special education needs or disabilities that the pupil may have and taking into account the needs of vulnerable pupils. It is also important to consider the motivations behind bullying behaviour and whether it reveals any concerns for the safety of the perpetrator. Where this is the case, the child engaging in bullying may need the support themselves.

5.8 Criminal law

Although bullying itself is not a specific criminal offence in the UK, it is important to bear in mind that some types of harassing or threatening behaviour- or communication- could be a criminal offence, for example under the Protection from Harassment Act 1997, the Malicious Communication Act 1988, the Communications Act 2003 and the Public order Act 1986.

6. Implementation

1. Chandlers Ridge Academy LGB, Head Teacher, Senior Leadership Team and Teachers are responsible for ensuring that this policy is effectively implemented.
2. This policy will be available on the Chandlers Ridge Academy Website.

Anti bullying Governor- Mrs Powell
Safeguarding governor Mr Thwaites

Help organisations

Children's Legal centre 0845 345 4345
KIDSCAPE parent helpline (Mon-Fri 10-4) 0845 1 205204
Bullying online www.bullying.co.uk
Anti bullying alliance www.anti-bullyingalliance.org.uk
Visit Kidscape website www.kidscape.org.uk



7. Audit

1. This policy will be reviewed on a 2 year cycle or earlier if necessary following full consultation from the parents, staff and directors.
2. Monitoring the behaviour of the children in our school is the responsibility of all that work within it.
3. The standard of behaviour in and around school will be raised as an agenda item for all Leadership Team and other age phase team/ staff meetings as necessary.