

ANTI-BULLYING POLICY

Definition

Bullying is defined by the Department of Health, Department for Children, Families and Schools Home Office and National Assembly for Wales in the Governmental Guidance on Working Together to Safeguard Children as “deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those bullied to defend themselves. It can take many forms, but the three main types are physical (e.g hitting, kicking, theft), verbal (e.g racist or homophobic remarks, name calling), and indirect (e.g spreading rumours). The damage inflicted by bullying can be frequently underestimated. It can cause considerable distress to children, to the extent that it affects their health and development or, at the extreme, causes them significant harm (including self-harm).”

Statement

We attach prime importance to safeguarding the welfare of each of our pupils at Porter Croft. We regularly discuss and review arrangements for the safe supervision of children throughout the Academy day, as well as constantly reviewing patterns for moving about the Academy on a normal daily basis. We ensure that we reach the playground promptly when we are on duty, and make sure that toilet areas are checked. Other toilet areas are also monitored by older children. All Porter Croft staff are actively responsible for the safety and welfare of the children during the Academy day.

Where there are concerns for children’s welfare, every member of the staff team has a responsibility to deal with incidents immediately, and to alert the headteacher and/or the learning mentor, in situations felt to be of a serious or potentially serious nature. Training sessions for lunchtime supervisors are regularly held to ensure that supervision of children during the lunch break is thorough, and to allow concerns to be aired and resolved.

Children are constantly reminded about their responsibilities to each other at times when they are together for assemblies, as well as through aspects of the curriculum. Our PSCHE scheme of work & SEAL includes specific work on bullying. Issues related to this theme are highlighted in Anti-Bullying week where the profile is raised. Porter Croft Academy Code of Conduct Booklet is given to all children. Praise and rewards are used for good behaviour, and we use sanctions for inappropriate behaviour (see behaviour policy). Our next steps are to train some Y6 children as ‘peer mediators’ to deal with some conflicts which occur on the playground. This will be monitored by members of staff. Our Academy does not advocate a ‘hit them back’ policy.

The following strategies are used throughout the Academy to combat bullying:

- ❖ Teach the pupils in our Academy through the curriculum, e.g PSHE, Citizenship, SEAL, that bullying is totally unacceptable, and that they can actively support those being bullied by telling an adult.

- ❖ Encourage children to recognise incidents of physical or mental bullying and report them to an adult confidentially.
- ❖ Deal with bullying immediately when it is brought to the attention of the Academy.
- ❖ The Learning Mentor will have one to one or group sessions with children as appropriate.
- ❖ Staff will record reported incidents of bullying on the appropriate form, and will pass these on to the headteacher. Other staff will be informed as appropriate.
- ❖ Listen to parents who wish to discuss incidents. Parents are encouraged to approach the Academy with their concerns at all times.
- ❖ In cases of persistent bullying the parents of the 'bully' will be invited into the Academy to discuss the problem. A record of such incidents will be kept by the headteacher.
- ❖ Encourage children to play co-operatively through the use of 'playground friends' and playground rules.

The Role of Parents

Parents play a vital role in the education and care of their children. They can assist in combating bullying in a number of ways, including:

- ❖ Stressing to their children the importance of appropriate sociable behaviour.
- ❖ Reporting any misgiving they have concerning either victims or perpetrators of bullying.
- ❖ Actively endorsing and supporting the Anti-Bullying Policy, and signing the Home-School Agreement.

