



Foxhole
Learning
Academy



Kernow Learning
Building Excellent Schools Together

Anti-Bullying Policy

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Statutory or Best Practice policy:	Statutory
Appendices:	Yes
School or Trust policy:	School

Meeting your communication needs:

We want to ensure that your needs are met. If you would like this information in any other format, please contact us on 01726 822416 or email foxhole@kernowlearning.co.uk

Introduction

Definition of bullying

It is important to understand bullying is not the odd occasion of falling out with friends, name calling, arguments or when the occasional trick or joke is played on someone. It is bullying if it is done several times on purpose (STOP). Children sometimes fall out or say things because they are upset. When occasional problems of this kind arise it is not classed as bullying. It is an important part of children's development to learn how to deal with friendship breakdowns, the odd name calling or childish pranks. We all have to learn how to deal with these situations and develop social skills or repair relationships.

Types of Bullying

We recognise that bullying can be:

- Physical
- Verbal
- Emotional/Mental
- Cyber-bullying (text, email and internet)
- Racist, homophobic, sexist
- Directed to vulnerable groups (children in care, young carers etc)
- Or any combination of the above

At Foxhole Learning Academy, we are committed to providing a caring, friendly and safe environment for all our children so that they can learn and play in a relaxed and secure setting. Bullying of any kind is unacceptable and will not be tolerated in our academy. We take all incidents of bullying very seriously and understand the effect it can have. Everyone has the right to be treated with respect and kindness.

We understand that bullying may happen occasionally, and it would be unrealistic to claim that it does not. If, and when, bullying occurs, everyone should be able to talk and know that incidents are dealt with promptly and effectively in accordance with our policy. Anyone who knows bullying is happening is expected to tell a member of staff.

Principles

- All allegations of bullying will be carefully investigated, these will be recorded, and parents informed
- Pupils, parents and staff will be encouraged to talk openly about bullying
- As part of the curriculum, greater understanding of all forms of bullying will be developed
- Children will be taught strategies to help them deal with bullying situations they may encounter
- Staff will respond calmly and consistently to allegations of bullying
- The academy will protect and support all parties during school/extracurricular time and on school premises whilst issues are resolved



Steps to combat bullying

To combat bullying at Foxhole Learning Academy, we will:

- Provide opportunities for children to think about how people are different and how that is a positive thing, not something to be afraid of.
- Continue to teach and promote the British Values: Mutual Respect and Tolerance, Democracy, The Rule of Law and Individual Liberty.
- Help children to build self-esteem and be happy with who they are
- Make sure adults in the academy set good examples by behaving in a caring and considerate way.
- Ensure all children understand what bullying is and what it looks like.
- Encourage children to tell an adult if they are worried about bullying.
- Teach children strategies to deal with a situation where they feel uncomfortable or threatened.
- Reinforce our school rules of being Ready, Respectful and Safe.
- Actively promote our school values of Relationships, Wellbeing, Kindness, Curiosity and Creativity.

We have a skilled team of teachers and teaching assistants who share information with each other if incidents have happened at break/lunch times and need further investigation.

Roles and Responsibilities

Everyone at Foxhole Learning Academy has a responsibility for preventing bullying.

Role of the Governors

The Governors support the Headteacher in all attempts to eliminate bullying. The Governing body will not condone bullying in our academy and any incidents are taken seriously and dealt with appropriately. The named Governor with the responsibility for bullying is Liz Hackney.

The Governors require the Headteacher to keep accurate records of all bullying incidents and report to the Governors on request about the effectiveness of school anti-bullying strategies. If the bullying involves a racial element this information is included on the termly return to Cornwall LA.

A parent who is dissatisfied with the way in which the school has dealt with a bullying incident can ask the chair of Governors to look into the matter. In all cases, the Governing body notifies the Headteacher and asks them to investigate the case, and to report back to a representative of the Governing Body. If a parent is unsatisfied with the response, they should consult the complaints procedure which is available on the school website.



Role of the Headteacher

It is the responsibility of the Headteacher to implement the academy's anti-bullying strategy, and to ensure that all staff (both teaching and non-teaching) are aware of the policy, and know how to identify and deal with incidents of bullying. The Headteacher reports to the Governing Body about the effectiveness of the anti-bullying policy on request and may include details on their Headteachers report.

The Headteacher ensures that all children know that bullying is wrong and that it is unacceptable behaviour both in and outside of school. The Headteacher draws attention to this fact in suitable moments. For example, if an incident occurs, an assembly may be used as the forum in which to discuss with other children why this behaviour is wrong.

The Headteacher ensures that all staff, including lunchtime staff, receive sufficient training to be equipped to identify and deal with all incidents of bullying.

Role of the Teacher and Support Staff

All the staff in our school takes all forms of bullying seriously and seek to prevent it from taking place.

If teachers witness an act of bullying, they will either investigate it themselves or refer it to the Headteacher. Teachers and support staff do all they can to support the child who is being bullied. If a child is being bullied over a period of time, then, after consultation with the Headteacher, the teacher informs the child's parents.

When any bullying is taking place between members of a class, the teacher will deal with the issue immediately. This may involve counselling and support for the victim of the bullying, and sanctions for the child who has carried out the bullying. Time is spent talking to the child who has bullied: explaining why their actions were wrong and encouraging the child to change their behaviour in future. If a child is repeatedly involved in bullying other children, we inform the Headteacher and the SENDCO. We will invite the child's parents into the school to discuss the situation and sometimes facilitate meetings between parents of both children involved. In more extreme cases, for example where these initial discussions have proven ineffective, the Headteacher may contact external support agencies, such as the social care team, Anti-Bullying in Cornwall or Dreadnought.

Teachers use a range of methods to help prevent bullying to establish a climate of trust and respect for all. They use SCARF (PSHE) sessions, stories and current affairs within the planned curriculum, to help pupils build positive relationships, develop empathy and to practise the restraint required to avoid lapsing into bullying behaviour.

At Foxhole Learning Academy, we praise, reward and celebrate the success of all children to help create a positive atmosphere.



Role of Parents/Carers

Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately. If they are not satisfied with the response, they should contact the Headteacher. If they remain dissatisfied, they should follow the complaints procedure which can be found on the school website.

Parents have a responsibility to support the school's anti-bullying policy, actively encouraging their child to be a positive member of the community.

Role of the Pupil

Pupils are encouraged to tell anybody they trust if they are being bullied, and if the bullying continues, they must keep on letting people know.

Pupils are invited to tell us their views about a range of school issues, including bullying, in annual pupil questionnaires, through the school council and in opportunities throughout the curriculum.



Appendix 1

Useful websites and contacts

- **Childline** 0800 1111 www.childline.org.uk
- **NSPCC** 0808 800 5000 www.nspcc.org.uk
- **Anti-bullying Cornwall** - 0800 5875991 or e-mail: abc@vscornwall.org.uk
- **Cornwall Anti-Racism Project** 07881 551320
- **Victim Support Cornwall** 0845 0567 999 e-mail: support@vscornwall.org.uk
- **Dreadnought** 01209 218764 <https://www.thedreadnought.co.uk/one-to-one/>

