



St Newlyn East
Learning Academy



Anti-bullying Policy

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Statutory or Best Practice Policy	Statutory
School or Trust Policy	School

We want to ensure that your needs are met.
If you would like this information in any other format, please contact us on
01637 303106 or email info@kernowlearning.co.uk.

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Introduction

Bullying is very deliberate, hurtful, upsetting, frightening or threatening behaviour by an individual or a group toward other people. It is repeated over a period of time and is very difficult for the victims to defend themselves (remember STOP – it happens Several Times on Purpose). Bullying is mean and results in worry, fear, pain and distress to the victims(s)

St Newlyn East Learning Academy has adopted this definition of bullying:

Types of Bullying

Bullying can be:

- Physical (hitting or pushing)
- Verbal (saying things about people)
- Emotional (doing things to make people feel bad like leaving people out)
- Prejudice-related (because someone has a different skin colour, or background or is lesbian or gay, or has a disability)
- Sexual (touching someone in a way they don't like, or saying things)
- Written (sending notes or graffiti)
- Racist (racial taunts, gestures, making fun of culture or religion)
- Homophobic: (because of/or focusing on the issue of sexuality)
- Online/Cyber (bullying that happens on the internet or on a mobile phone)

At St Newlyn East Learning Academy, we are committed to providing a warm, caring and safe environment for all our children so that they can learn and play in a relaxed and secure environment. Bullying of any kind is unacceptable and will not be tolerated in our school. We take all incidents of bullying seriously and understand the effect it can have on victims and perpetrators. Everyone has the right to be treated with respect and pupils who are bullying others need to learn different ways of behaving.

At St Newlyn East Learning Academy, we acknowledge that bullying may happen from time to time. It would be unrealistic to claim that it does not. When bullying does occur, everyone should be able to tell and know that incidents are dealt with promptly and effectively in accordance with our anti bullying policy. We are TELLING school. This means that anyone who knows that bullying is happening is expected to tell the staff.

Bullying is not:

It is important to understand that 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.

Principles

- All allegations of bullying will be carefully investigated, these will be recorded and parents will be informed;
- Pupil's, parents and staff will be encouraged to talk openly about the issue;
- As part of the curriculum, greater understanding of bullying in all its forms will be developed;
- Children will be taught strategies to help them deal with bullying situations which they may encounter (e.g. How to be an 'UPSTANDER');
- Staff will respond calmly and consistently to allegations or incidents of bullying;
- The school will protect and support all parties during school / extra-curricular time and on school premises whilst issues are resolved.
 - All parties will be listened to ensuring all voices are heard.

How we will reduce bullying...

Our approach to behavior is embedded in the Protect, Relate, Regulate, Reflect framework:

- Protect: Creating an emotionally and physically safe environment where children feel secure.
- Relate: Building strong, trusting relationships between staff and pupils to foster a sense of belonging.
- Regulate: Supporting children to develop self-regulation skills through proactive strategies and positive reinforcement.
- Reflect: Helping children understand their emotions and behaviour through restorative conversations and reflective practices.

Using these strong foundations we find that when talking about bullying children are able to verbalise how they're feeling and why.

Our approach to bullying:

- We will make lots of opportunities for children to think about how people are different and how this is a positive thing, not something to be afraid of.
- We will help children to build self-esteem and feel happy about being themselves.
- We will ensure that the adults in the school set a good example by behaving in a caring and considerate way.
- We will make sure all children know what bullying is and what it looks like. We will tell all children that prejudice related bullying is wrong at least once a term. We will always challenge children who use homophobic or racist words that they don't know the meaning of. Headteacher half-termly anti-bullying assemblies with a focus on 'Being an upstander' help support children in giving them strategies for overcoming bullying incident.
- We will encourage all the children to tell an adult if they are worried about bullying.
- We will give the children ('Upstander') strategies to deal with a situation where they feel uncomfortable or threatened. The character 'NED' in the video we show the children talks about how to be an 'Upstander' and that the children can choose from one of the four options:
 - ✓ Be a buddy – bullies are sometimes unaware that their victim have friends; you can be that friend and direct the victim away
 - ✓ Interrupt – 'NED' interrupts the interaction between the victim and the bully and directs them to a game (for example)
 - ✓ Speak out! – This one takes courage and NED has to speak out explaining to the bully that 'That is mean and you need to stop'
 - ✓ Tell someone – NED (or the victim) then needs to tell an adult and get their help.

The video we show the children can be found here - [Upstander video](#)

Reinforce the six golden roots throughout the school day, through planned PHSE (Jigsaw) sessions and for assemblies. Also, as per our revised behaviour policy/curriculum, we aim to explain to the children the reason 'WHY' the roots are so important and TIS informed practice.

We are gentle
We are kind and helpful
We listen
We are honest
We work hard
We look after property

We will have posters and booklets in key places around the school so that children can get help elsewhere if they can't talk to an adult in school (e.g. Child-line for general bullying and information on cyberbullying).



We have a team of skilled teachers and TAs who share information with each other if incidents have happened at break/lunch times and need further investigation. The Headteacher and/or SLT will always be available at lunchtime or breaktime to support children and adults with these potentially challenging situations.

We will work with the Anti-Bullying in Cornwall Service.

Reporting and Recording Bullying

We cannot deal with bullying if we do not know it is happening. When a parent/ child tells us about bullying we will always take it seriously.

All reports of bullying should be passed to the Headteacher. They may decide to deal with the problem themselves or to ask another member of staff.

The school will keep a record of what happened, who was involved and what was done to try and sort the situation out.

Roles and Responsibilities

Everyone at the school has a responsibility for preventing bullying.

Role of the Governors (Local Governing Board - LGB)

The LGB supports the Headteacher in all attempts to eliminate bullying. The Governing body will not condone any bullying in our school and any incidents are taken seriously and dealt with appropriately. The named Governor with the responsibility for bullying is Janine Bisson.

The governors require the Headteacher to keep accurate records of all incidents of bullying, and to 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 Headteacher report and reported to our central safeguarding team in the Trust.

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 him/her to conduct an investigation into 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 school's complaints procedure which is available from the school office.

Role of the Headteacher

It is the responsibility of the Headteacher to implement the school'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 detail in their Headteacher's 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 the attention of children to this fact at suitable moments. For example, if an incident occurs, the Headteacher may decide to use an assembly as the forum in which to discuss with other children why this behaviour was wrong, and why a pupil is being sanctioned.

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 Assistant Headteacher or 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 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 punishment for the child who has carried out the bullying. Time is spent talking to the child who has bullied: explaining why his/her action was wrong, and that child is encouraged to change his/her behaviour in future. If a child is repeatedly involved in bullying other children, we inform the Headteacher and the SENDco. We then invite the child's parents into the school to discuss the situation and sometime facilitate meetings between the 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, Anti Bullying in Cornwall or Dreadnought.

Teachers use a range of methods to help prevent bullying and to establish a climate of trust and respect for all. They use circle, JIGSAW (PSHE) lessons, stories etc., within the planned curriculum, to help pupils understand the feelings of bullied children, and to practise the restraint required to avoid lapsing into bullying behaviour. At St Newlyn East Learning Academy, we praise, reward and celebrate the success of all children, and thus to help create a positive atmosphere.

We also see the alleged 'bully' as a potential victim of bullying too. Quite often someone who upsets/offends or bullies is often trying to communicate with someone that they are in need of support/someone to listen to them.

Role of Parent/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 school's complaints procedure – which is held on the school's website.

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

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.

As mentioned, friends and other pupils in the alleged victim's class will be encouraged to be 'Upstanders' and report or, where possible, aim to stop the bullying from taking place or escalating.

Pupils are invited to tell us their views about a range of school issues, including bullying, in annual pupil questionnaire or through the school council.

Our school council work on various anti-bullying initiatives as appropriate and class members know that they can speak to members of the council who may be able to act as a 'buddy' in remedying the particular situation.