

Acorn Trust

Anti-Bullying Policy



Written by:	Pastoral Team
Date agreed:	Sept 2017
Next Review Date:	Summer 2018
Chairs Signature	

Mission Statement

The Acorn Trust is a Multi-Academy Trust established with the aim of providing outstanding learning and opportunities for the children within its care.

Children are our nation's most precious resource. Their school life and learning experience will shape them for the whole of their lives

Safeguarding Statement

At the Acorn Trust we recognise our moral and statutory responsibility to safeguard and promote the welfare of all children.

We work to provide a safe and welcoming environment where children are respected and valued. We are alert to the signs of abuse and neglect and follow our procedures to ensure that children receive effective support, protection and justice.

The procedures contained in the Safeguarding Policy apply to all staff, volunteers and governors

Rationale

The Acorn Trust believe that everyone within the trust has the right to feel welcome, secure and happy. Only if this is the case will all members of the school communities be able to achieve to their maximum potential. Bullying of any sort prevents this happening and prevents equality of opportunity. It is everyone's responsibility to prevent this happening and this policy contains guidelines to support the school's aim to be "A happy, caring school family" where all are valued.

Where bullying exists the victims must feel confident to activate the anti-bullying systems within the school to end the bullying. It is the trust's aim to challenge attitudes about bullying behaviour, increase understanding for bullied pupils and help build the Christian ethos of the trust.

Acorn Trust values the importance of its pastoral role in the welfare of the children and the schools community. The ethos of the schools ensures that children learn and develop in all aspects and that children and their families are given the appropriate guidance and support. Pastoral Managers across the trust are "Stonewall Champions" and provide training for all staff on best practice. The school will seek to support LGB & T pupils and those from LGB & T families. Across the Trust, schools will promote equality and an understanding and ensure all homophobic, biphobia and transphobic (HBT) incidents will be recorded and followed up effectively.

The Acorn Trust values the importance of Mental Health. This is promoted by regular training, school counsellor and access to support a positive mental health.

This policy outlines how the trust make this possible.

Definitions of Bullying

Bullying can be described as being a deliberate act done to cause distress solely in order to give a feeling of power, status or other gratification to the bully. Bullying results in pain and distress to the victim.

Bullying can be:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical pushing, kicking, hitting, punching or any use of violence
- Racist racial taunts, graffiti, gestures
- Sexual unwanted physical contact or sexually abusive comments
- Homophobic because of, or focusing on the issue of sexuality
- Transphobia Prejudice towards or unfair treatment of transgender people
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Cyber All areas of internet, such as email, internet chat room and social networking sites misuse
Mobile threats by text messaging & calls

- Misuse of associated technology , i.e. camera & phone & video facilities
- Extremism the process by which a person comes to support terrorism and forms of extremist views

Actions the School will take to Tackle Bullying

- Prevention is better than cure so staff will be vigilant for signs of bullying and always take reports of incidents seriously.
- Staff will use the curriculum, circle-time, and PSHE activities whenever possible to reinforce the ethos of the Acorn Trust and help pupils to develop strategies to combat bullying-type behaviour and promote British Values across the trust.
- The school's in the trust will work with partner agencies such as the NSPCC and deliver the "speak out, stay safe" programme to provide workshops for pupils to help them learn about online safety and the importance of speaking out.
- Circle-time helps children develop a positive self-image. This frees them emotionally to behave more co-operatively and look outwards at ways of addressing the needs of the wider society. It places children in role as citizens not subjects. Acorn Trust will use the PSHE and circle-time to develop positive relationships, provide children an opportunity to develop their feelings and give them skills to make it work without conflict.
- Pupils are told that they must report any incidence of bullying to an adult within school, and that when another pupil tells them that they are being bullied or if they see bullying taking place it is their responsibility to report their knowledge to a member of staff.
- The Acorn Trust values its schools having an open door policy. Parents and carers can meet with teachers and the pastoral staff to discuss any concerns or worries they may have. At times an appointment may be necessary.
- All staff have the relevant up to date online Prevent training.
- All reported incidents of bullying will be investigated and taken seriously by staff members.
- A record will be kept of any bullying incidents, and where necessary appropriate referral will made to outside agencies e.g. Greater Manchester Police's Channel referral, social care etc.
- The Headteacher or Pastoral Manager will be responsible for this and a copy of the report and the action taken will be kept by the Pastoral Manger in the child's file.
- Older pupils may be asked to write a report themselves.
- In order to ensure effective monitoring of such occurrences, and to facilitate co-ordinated action, all proven incidences of bullying should be reported by staff to the Pastoral Manager or Headteacher.
- If bullying includes racist, homophobic or transphobic abuse then it should also be reported to the Headteacher or Pastoral Manager to be recorded.
- All incidences of bullying will be reported to the Governing Body each term by the Headteacher.

Upon discovery of an incident of bullying, the trust will:

- ☑ Discuss with the children involved in the issues appropriate to the incident and to their age and level of understanding.
- ☑ Use a problem solving approach if the incident is not too serious.
- ☑ Try to remain neutral and deliberately avoid direct, closed questioning which may be interpreted as accusatory or interrogational in style.
- ☑ Give each pupil a voice.
- ☑ Focus the discussion on finding a solution to the problem and stopping the bullying recurring.

There are various strategies that can be applied if more than one pupil is involved in bullying another such as:

- ☑ Role-play.
- ☑ Other drama techniques such as use of puppets.
- ☑ Circle Time.
- ☑ Parent workshops.
- ☑ The Acorn Trust will seek to use a Restorative approach.

This can be used within the affected group to confront bullying but integrated into the curriculum, this can be an effective way of sharing information and provide a forum for discussing important issues such as equal rights, relationships, justice and acceptable behaviour.

Victims who are worried about openly discussing an incident when the aggressors are present (eg taunting during a lesson) can be encouraged to go to the teacher with a piece of work, using this as a reason to speak to the teacher.

Victims need to feel secure in the knowledge that assertive behaviour, and even walking away can be effective ways of dealing with bullying.

Setting up a buddy system, or peer counseling possibly with pupils who already hold a position of responsibility, such as School Council members/ prefects/ pupil lunchtime support can also be beneficial.

Parental Involvement

- ☑ The parents of bullies and their victims will be informed of an incident and the action that has taken place and asked to support strategies proposed to tackle the problem.
- ☑ The bully will also be reminded of the possible consequences of bullying and the sanctions for repeated incidents will be clearly explained to him/her. (Persistent bullies may be excluded from school).
- ☑ A monitoring tool may also be used, incorporating a reward for achieving desired behaviours.
- ☑ The Pastoral Manager will closely monitor the child/children involved informing staff on a need to know basis.

Parents are reminded regularly through letters and newsletters to inform their children that they must tell someone should they ever be bullied. Keeping information from the school, or from their parents, will never help a problem to be solved, and will prolong

the period a victim has to suffer. Acorn Trust will review this policy to ensure the trust is in a position to strengthen the approach to Bullying issues. Where necessary Acorn Trust have, and will call on outside resource such as the Targeted Education Support Service to support our action. This policy is seen as an integral part of our Behaviour and Discipline Policy.