



**Dukesgate Academy**

The best in everyone™

Part of United Learning

# **ANTI-BULLYING POLICY 2024-2025**

Reviewed September 2024  
Next Review September 2025

## Rationale

At Dukesgate Academy we recognise that bullying can occur. When it does, it can be harmful both physically and emotionally for the victim. The purpose of this policy is to enable adults and children in the school to recognise bullying when it takes place and to deal with it promptly and effectively. We will not tolerate bullying at our school. At Dukesgate Academy, we are committed to providing a caring, friendly and safe environment for all our pupils so they can learn in a relaxed and secure atmosphere.

## Aims

- ❖ To establish an ethos in which bullying is unacceptable
- ❖ To create a safe environment where people can work, learn and play.
- ❖ To create an atmosphere in which all feel free to speak up if they feel bullying is taking place and where all people know that they will be listened to, action will be taken and support offered to both victim(s) and perpetrator(s)
- ❖ To promote positive values, encourage tolerant attitudes and respect for all

## What Is Bullying?

Behaviour by an individual or group usually repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

Forms of bullying:

- |              |                                                                                                                                                                                 |
|--------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| ❖ 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                                                                                                                               |
| ❖ Verbal     | name-calling, sarcasm, spreading rumours, teasing                                                                                                                               |
| ❖ Cyber      | all areas of internet, such as email & internet chat room misuse<br>mobile threats by text messaging & calls<br>misuse of associated technology, i.e. camera & video facilities |

## What bullying is not:

It is important to understand that bullying is not occasionally falling out with friends, name-calling, arguments or when the occasional joke is played on someone. Children do sometimes fall out or say things because they are upset. When problems of this kind arise, it is not classed as bullying. It is an important part of a child's development to learn how to deal with friendship breakdowns, teasing, etc.

While we recognise how upsetting these situations can be, it is our duty as educators to support our pupils as they learn how to deal with them and thus develop the social skills to repair relationships.

***It is bullying if it is done repeatedly and on purpose, with the intent to cause hurt.***

## **Role of Parents:**

Parents have an important role to play in our anti-bullying strategy.

We ask parents to:

- ❖ Look out for unusual behaviour in your child – for example not wanting to attend school, feigning illness, disturbed sleep or seeming low in spirits.
- ❖ Always take an active part in your child's education: enquire how their day has gone, who they have spent time with etc.

If you are worried that your child may be a victim of bullying behaviour, inform the school as soon as you can. Your complaint will be taken seriously and appropriate action will follow. Please do not approach any alleged perpetrator(s), either on or off school premises. It may be tempting to advise your child to fight back or to behave in the same way to the perpetrator(s). In our experience, this rarely works. Reassure your child that it is not their fault they are being bullied. Reinforce the school policy on bullying and ensure your child is not afraid to ask for help. If you know (or suspect) your child is involved in bullying, please contact school. Again, we will take the issue seriously and respond appropriately.

## **Strategies for the prevention and reduction of bullying**

We aim to encourage children to be self-confident, self-reliant and develop resilience. This is done through the following:

- ❖ Assemblies;
- ❖ PSHE and emotional-wellbeing lessons;
- ❖ Anti-Bullying Weeks.
- ❖ Online safety weeks
- ❖ Promoting respect

Children are also given formal and informal opportunities to talk about issues and problems that affect them through the following:

- ❖ Class discussion
- ❖ Regular Circle-time
- ❖ School Council meetings
- ❖ One to one discussion

## **Procedures for reporting and responding to bullying incidents**

All staff should be aware that bullying takes place in all areas of life. All members of the school community should be vigilant to the occurrence of bullying and if it is suspected should tell a responsible person as soon as possible.

Allegations and incidents of bullying will be taken seriously by all staff and dealt with impartially and promptly. All of those involved will have the opportunity to be heard. Staff will support all children involved whilst the allegations and incidents are investigated and resolved.

## **The following procedures are to be followed:**

- Incidents of alleged bullying need to be reported to the child's class teacher, the Head of Inclusion or the Principal.
- All incidents of bullying will be recorded in CPOMs and will specify what category e.g. online, homophobic, racist etc.

- The appropriate adult will speak to all children involved about the incident separately or, if appropriate, as a group. (This may be dealt with by a senior member of staff to avoid disruption to learning and ensure the allegations are dealt with swiftly)
- The problem will be identified and possible solutions suggested
- Appropriate action will be taken to end the bullying behaviour
- The bully (bullies) will be asked to acknowledge their behaviour and apologise; if possible, the pupils will be reconciled
- Depending on the seriousness of the problem, there will be further consequences such as: loss of privileges, spending playtime and lunchtimes with an adult, withdrawal from class, withdrawal from a trip, club or event. All of these measures will be in line with the school's behaviour policy.
- In repeated serious cases and where the problem persists the school may be forced to impose fixed term or permanent exclusion
- In serious cases parents will be informed and will be asked to come into school and meet with the class teacher, Head of Inclusion, Deputy Head-teacher or Principal
- If necessary and appropriate the Police will be consulted

#### **Responses that could be made in respect of the victim:**

- ❖ Parents be informed;
- ❖ Support offered to child (for example; provision of a 'safe space' – maybe inside with a friend – develop a 'circle of friends', or nominate a 'special friend')
- ❖ Additional support provided by a member of the Inclusion Team
- ❖ Consider outside agency support to develop self-esteem – Primary Inclusion Team (PIT)
- ❖ Make staff aware of ongoing bullying so that they can intervene effectively and rapidly

#### **Responses that could be made in respect of the bully:**

- ❖ Confront the bully with their behaviour
- ❖ Parents or carers are informed
- ❖ Appropriate punishments in line with Behaviour policy
- ❖ Make staff aware of the bullying so that they can monitor the situation and supervise the bully
- ❖ Withdraw the bully from the playground or restrict them from being on the school site at certain times
- ❖ Write and sign a behaviour plan which targets certain behaviours
- ❖ Staff work with the bully to determine the causes of the behaviour and put in place strategies to stop the behaviour
- ❖ Consider outside agency support with behaviour – Primary Inclusion Team (PIT)
- ❖ Lunch time exclusion
- ❖ Fixed term exclusion
- ❖ Permanent exclusion.

#### **Monitoring of Policy**

This policy will be monitored by the Inclusion Team, school staff, senior leadership team and the Governing Body. It will be reviewed annually.

Date of Next Review: September 2025.