ACE Learning



Anti-Bullying Policy

Date of Ratification	**Spring 2024**
Date for Review	**Spring 2027**

Anti-Bullying Statement

Bullying is defined as an on-going manifestation of physical, verbal or psychological violence, conducted by an individual or group and directed against an individual or group who are defenceless in the actual situation.

At ACE Learning, we strive to foster an ethos of equal regard for all. Pupils, staff, parents and trustees are all encouraged to share our aim of mutual respect.

We strive to reflect attitudes which value all cultures especially those of our pupils.

We strive to establish an environment in which pupils and parents feel free to come forward and report any anxieties they may have.

Children are encouraged to talk about bullying in PSHE and through planned opportunities in the Curriculum, as well as more informally.

The Anti-Bullying Policy is to be read in conjunction with each school's behaviour management system, and the same sanctions will be used.

Concerns about bullying which are reported to school staff, will be investigated. Reports will be given, either verbally or in writing.

Support will be given to the victim and to those involved in incidents, within academy schools.

Support will be given to the perpetrator(s) to prevent reoccurrence.

Definition of bullying

Bullying is "**Behaviour by an individual or a group, usually repeated over time, that intentionally hurts another individual either physically or emotionally**".

Bullying can take many forms. The 3 main types are: - •
physical - hitting, kicking, deliberately hurting

- verbal - name calling, insulting or racist remarks, taunting, mocking, making offensive comments
- indirect - spreading unpleasant stories about someone, excluding someone from social groups, taking belongings; producing offensive graffiti.

Bullying includes the same inappropriate and harmful behaviours expressed via digital devises (cyber bullying) such as the sending of inappropriate messages by phone, text, Instant Messenger, through web-sites and social networking sites, and sending offensive or degrading images by phone or via the internet.

Aims

- to prevent bullying at ACE Learning
- to raise pupil awareness of bullying behaviour and the academy trust's anti-bullying policy,
- to challenge attitudes about bullying behaviour,
- to increase understanding for bullied pupils and help build an anti-bullying ethos in academy schools,
- to provide an environment that is interesting and stimulating for pupils alongside quiet seating areas that can be easily supervised during breaktimes.

Our approach

Bullying will not be tolerated in our schools. It is everyone's responsibility to prevent it happening and this policy contains guidelines for all members of the academy trust community.

In our academy trust all children and adults have a right to feel welcome, safe and happy. We will not tolerate any unkind actions or remarks even if these were not intended to hurt.

Forms of Bullying

Bullying can happen to anyone. This policy covers all types of bullying.

Reasons for being a victim may be related to:

- race, religion or culture.
- learning difficulties or disability.
- appearance or health conditions.
- being a child with family crisis
- being a new child in academy
- sexual orientation (homophobic bullying).
- sexist, sexual and transphobic bullying.
- young carers or looked after children
- timid children who may be on the edge or outside a group

Reasons for being a bully may be:

- victim of violence
- bullied at home
- enjoyment of power/creating fear
- not allowed to show feelings
- copying behaviour at home or on TV
- unhappy
- insecure
- self-harming.

Signs of Bullying

There are many signs that could indicate that a child is being bullied, including, but not limited to:

- being withdrawn
- deterioration of work
- spurious illness
- isolation

- aggression
- desire to remain with adults
- erratic attendance
- general unhappiness/anxiety/fear
- reluctance to attend academy
- bed wetting
- cry themselves to sleep
- unexplained cuts, scratches, bruises
- unexplained missing possessions.

Preventing, identifying and responding to bullying

Prevention is better than cure, so at ACE Learning we will:

- be vigilant for signs of bullying
- always take reports of bullying seriously and investigate them thoroughly.
- work with staff and outside agencies to identify all forms of prejudice-driven bullying.
- actively provide systematic opportunities to develop pupils' social and emotional skills, including their resilience.
- consider all opportunities for addressing bullying including through the curriculum, through displays, through peer support and through School Councils.
- train all staff to identify bullying and follow academy policy and procedures on bullying, including recording incidents of bullying.
- actively create strategies to support vulnerable children and young people.
- children will be encouraged to report all incidents of bullying to an adult.
- Staff will use discussion and role play to explore issues related to bullying and to give individual children confidence to deal with and report 'bullying'
- use a variety of techniques to resolve the issues between those who bully and those who have been bullied, e.g.

    *A 'problem solving' approach may help. The adult tries to remain neutral and deliberately avoids direct, closed questions which might be perceived as accusatory or interrogational in style. He or she makes sure each pupil has an opportunity to talk and keeps the discussion focused on finding a solution and stopping the bullying from recurring. Staff aim to help the pupils find their own solution to the personal disagreement, and also discuss with them how their proposals will be put into action. A follow-up meeting with the pupils can find out whether their solution has been effective or not.

    *Developing relationships/understanding between pupils by encouraging them to work together on a project.

Record Keeping

A record must be kept of the incident – date – time – place – names of children involved and their accounts of what happened. All incidents will be logged on Bromcom on each individual child's record. Heads of School may also hold a separate Bullying Log.
All incidents must be reported to the Head of School who will then report on KELSI.

Staff should

- Ensure pupils are supervised at playtimes and lunchtimes. Although this may not be supervision by an adult being physically present, pupils should know where the nearest adult can be found.
- Be aware of secluded areas such as toilets, corridors, and doorways.
- Observe pupils' play patterns and relationships – note children who appear isolated or unhappy and inform the class teacher.
- Investigate every allegation of bullying.
- Encourage children to use the play equipment and quiet areas around the academy.
- In the case of a wet playtime, adults will patrol the corridors and go into classrooms regularly.

Pupil Involvement

Staff will:

- Canvas children and young people's views on the extent and nature of bullying.
- Ensure children know how to express worries and anxieties about bullying.
- Ensure all pupils are aware of the range of sanctions which may be applied against those engaging in bullying.
- Involve pupils in anti-bullying promotion.
- Publicise the details of help-lines and websites. e.g. Childline
- Offer support to children who have been bullied and to those who are bullying in order to address the problems they have.

Parent Involvement

- Involvement of parents at an early stage is essential.
- Parents are encouraged to raise initial concerns with the class teacher.
- If issues are not resolved then the academy complaints procedure should be followed. This is available on the academy's website or from the school office.
- Parents are made aware of the academy's approach to dealing with bullying through the parent handbook.
- Parents of both victims and bullies will be informed and staff will undertake to give feedback to parents on the steps taken.

This policy should be read in conjunction with the academy trust's Behaviour Policy.