



Pendle Education Trust

Anti-Bullying Policy Casterton Primary Academy

Author of Policy	Mr P Whaling
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Pendle Education Trust

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Company Registration Number: 08263591

Place of Registration: England and Wales



Introduction

It is a government requirement that all schools have an anti-bullying policy. DfES guidance for schools is under two headings: Don't Suffer in Silence and Bullying – A Charter for Action. This policy reflects this guidance and the principals enshrined in 'Every Child Matters'. DfES guidance defines bullying as actions that are meant to be hurtful, and which happen on a regular basis.

Bullying can be **direct** (either physical or verbal) or **indirect** (e.g. being ignored or not spoken to). **Cyber bullying can be both direct or indirect.**

At Casterton Primary Academy, we have an established behaviour policy, which sets down rewards and sanctions related to the way children behave. We recognise the importance of giving clear guidance to all, about the relationships we expect to develop within school. These relationships are fostered positively through circle time, PSHE, anti-bullying weeks, assemblies and in the general class and playground rules, which are established in all classes.

Definition of Bullying behaviour (including Racist, Sexist, Cyber, homophobic, transgender, Special Education Needs and Disability)

Bullying behaviour falls into two categories:

- i. Emotionally harmful behaviour, such as taunting, using abusive or prejudice-based language, spreading hurtful rumours and excluding people from groups, or cyberbullying
- ii. Physically harmful behaviour, such as kicking, hitting, pushing or other forms of physically abusive behaviour.

These behaviours constitute bullying if:

- It is repetitive, wilful or persistent
- It is intentionally harmful, carried out by an individual or group.
- There is an imbalance of power leaving the person who is bullied feeling defenceless.

It is also important to acknowledge that bullying behaviour can and does occur anywhere and everywhere; in schools, within the home and the community.

Children are made aware through assemblies and in-class PSHE lessons, that bullying often constitutes a repeated, planned and targeted series of incidents.

In our endeavours to look after the welfare of all pupils, a simple rule is learned:

"Kind hands, kind feet, kind words!"

Children are made aware of the need to share their feelings and seek help when they feel unhappy or threatened.

The role of governors

The Local Academy Council supports the principal in all attempts to eliminate bullying from our school.

The Local Academy Council will not condone any bullying at all in our school, and any incidents of bullying that do occur will be taken very seriously and dealt with appropriately. The Local Academy Council monitors incidents of bullying that do occur and reviews the effectiveness of this policy regularly. The Local Academy Council requires the principal to keep accurate records of all incidents of bullying, and to report to them on request about the effectiveness of school anti-bullying strategies.



A parent who is dissatisfied with the way the school has dealt with a bullying incident can ask the chair of the Local Academy Council in writing to look into the matter. The Academy Council responds within ten days to any request from a parent to investigate incidents of bullying. In all cases, the Local Academy Council notifies the principal, and asks him/her to conduct an investigation into the case, and to report back to a representative of the Academy Council.

The role of the principal

It is the responsibility of the principal to implement the school anti-bullying strategy, and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to identify and deal with incidents of bullying. The principal reports to the Academy Council about the effectiveness of the anti-bullying policy on request.

The principal ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The principal draws the attention of children to this fact at suitable moments. For example, if an incident occurs, the principal 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 punished.

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

The principal sets the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

The role of parents and carers

Parents and carers have a responsibility to support the school's anti-bullying policy, actively encouraging their child to be a positive member of the school; to tell staff if they are worried about bullying as soon as it happens so that it can be dealt with effectively. It is important that parents understand the difference between a one-off incident and bullying.

The role of pupils

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

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. These include Teachers, Support Staff Welfare Assistants and Place to Be counsellors.

Staff who have concerns about themselves and others should report their concerns to their line manager in the first instance or the principal. If allegations concern the principal, then these should be reported to the Chair of Governors.

Monitoring and review

This policy is monitored on a day-to-day basis and reviewed biannually by the principal, who reports to the Local Academy Council.



This policy should be read in conjunction with the following policies or guidelines:

- Safeguarding and Child Protection Policy
- Online Safety Policy
- Electronic Devices – Searching and Deletion Policy





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