



**FOREST ACADEMY**  
**Anti-Bullying Policy**

***Vision***

At Forest Academy, our learning community creates pupils with inspiration, ambition, academic success where pupils are passionate to learn.

Through our challenge curriculum, pupils develop a love for the outdoors and learning in the local environment, being aware that learning can come in many forms.

Pupils are respectful of and celebrate each other's differences, heritage and culture. They are self-motivated, confident pupils able to apply their skills.

We are an Academy built on interdependence, encouraging all staff, pupils, parents and carers and the community, to work together to achieve more than they ever could have accomplished as individuals.

- All pupils are polite, well rounded, inquisitive individuals who are respectful of others
- All pupils develop thinking skills enabling future success outside of school and in years to come
- We expect the best from every pupil in all that they do

***Inclusion & Safeguarding statement***

At Forest Academy all children are valued inspired and respected within our happy, welcoming academy community.

We set high expectations for all our children. Practitioners give every child the opportunity to experience success in their learning, by providing a relevant and challenging curriculum with an emphasis on personalised learning.

Our Trust is committed to safeguarding and promoting welfare of children and expects staff to share this commitment.

**Statement of Aims**

*Forest Academy recognises that every child is unique and brings with them a wide range of skills and abilities. The whole school community works together to create a safe and happy environment in which its members are able to develop a moral code*

*which encourages all to make a positive contribution to society. We aim to provide challenging experiences so that all can achieve their full potential.*

We are committed to providing a caring, friendly and safe environment where children can learn in a secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a listening and a telling community – anyone who knows that bullying is happening is expected to tell the staff and know that the disclosure will be taken seriously.

The Behaviour Policy promotes this environment by identifying the school rules and the procedures for enforcing them, encouraging self-discipline, good behaviour and respect for others.

### **What is bullying?**

'Bullying is the use of aggression with the intention of hurting another person, which results in pain and distress to the victim.'

Kidscape (1994)

'Bullying is the wilful, conscious desire to hurt another and put him or her under stress.'

Tattum and Tattum (1992)

### **Bullying can include:**

Physical - pushing, kicking, hitting, pinching or any use of violence  
Verbal - name-calling, sexual harassment, spreading rumours, teasing  
Emotional – tormenting, threatening ridicule, humiliation, exclusion from groups or activities  
Racist – racial taunts, graffiti, gestures  
Extortion – payment from a victim to a bully of snacks, money or equipment

### **Cyber bullying.**

This relates to the misuse of all areas of the internet, such as e-mail and chat room misuse; mobile threats by text messaging; and calls and misuse of associated technology, such as camera and video facilities.

### **Objectives**

- Bullying will not be tolerated
- All staff, governors, pupils and parents should have an understanding of bullying
- Clear procedures for reporting bullying should be understood and followed
- Bullies will be helped to change their behaviour.

### **Procedures and consequences**

All pupils will be encouraged to be open with members of staff and their parents, who can pass on concerns to school. There are "Worry boxes" in all classrooms and a "Bullying box" where pupils can discreetly report concerns to adults. Children must have the confidence in all staff, teaching and non-teaching, to disclose an incident of bullying without feeling that it will be dismissed by that member of staff.

Whenever a disclosure is made by a child or parent, or identified by an adult, it will be

investigated thoroughly.

1. Bullying incident is reported to, or identified by, a member of staff.
2. All incidents of bullying will be referred to a senior member of staff.
3. The bully and victim will be interviewed separately and a written record made on the Bullying Incident form. This will be handed in to the Principal. Information from witnesses will be obtained.
4. Parents, of bullies and victims, will be informed (at the Principal's discretion) and may be asked to come to school to discuss the problem.
5. The bullying and threats of bullying must immediately stop.
6. The bully is made aware of what his/her behaviour has done to the bullied person.
7. The bully will offer an apology and other appropriate consequences may take place. In serious cases, exclusion will be considered.
8. Whenever possible, the pupils will be reconciled.
9. Attempts will be made to identify why the pupil has bullied and support then offered to prevent reoccurrence.
10. Support will be offered to the victim and efforts made to help re-establish their self-confidence.

## **Methods of Prevention**

### **..... Generally**

- Each child in the school will take part in a yearly rewording of the school rules.
- Each child and parent will sign a school contract, which sets out expectations of behaviour.
- School Council will discuss bullying at regular intervals.

### **..... through the curriculum**

Bullying is covered through the curriculum, this may take the form of role play, drama, literature, poetry or stories.

- Bullying will also be addressed and reinforced through P.S.H.E., assemblies and R.E. and during Anti-Bullying week each year.

## **Signs and Symptoms**

Children who are being bullied will not always be prepared to tell those in authority. Staff may need to use their knowledge of a pupil to identify changes in their behaviour that might indicate bullying. All adults should be aware that these are possible signs and should investigate if a child:

- is frightened of walking to or from school
- is unwilling to go to school
- begins to do poorly in school work
- becomes withdrawn
- regularly has books or clothes destroyed
- becomes distressed, stops eating
- has nightmares
- becomes disrupted or aggressive
- has possessions go 'missing' and money 'lost'
- starts stealing money ( to pay bully )
- is frightened to say what's wrong

These signs and behaviours could also indicate other problems.

( adapted from Kidscape Stop Bullying! booklet)

## **Complaints Procedure**

A copy of the complaints procedure is on the website.

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**Please also see our Behaviour Policy**

Reviewed Autumn Term 2017

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