



## **Castle Academy Anti-Bullying Policy Statement.**

### **What is bullying?**

At Castle Academy, we do not tolerate bullying of any kind. Bullying can take many forms but includes all three of these characteristics:

- It must be intentional — the behaviour is a deliberate attempt to hurt another person either physically, emotionally or both.
- It must be repeated — these behaviours happen repeatedly over time to the same person or group of people.
- There must be an imbalance of power — the person bullying feels that they have 'more power than the children being subject to these bullying behaviours.

It is important to remember that there is a clear line between a conflict — a one-off incident such as a fight or a falling out — and bullying. As young people grow up, they can sometimes be unkind to each other as they refine their social skills. Whilst these can be unpleasant, they cannot always be defined as bullying.

Bullying can take different forms and may include one, some or all of the following things:

- Physical bullying, e.g kicking, punching.
- Verbal bullying, e. g. name calling or yelling at each other.
  - Relational bullying, e. g. excluding others, rumour—spreading.
  - Cyberbullying, e. g. sending hurtful messages over digital devices. For more information about the definition of bullying, please refer to the school website where you can find links to the following organisations: NSPCC; Anti-Bullying Alliance; Childline; GOV.uk For more information about e—safety, including links to sites with more information on cyberbullying, please refer to our E-safety'page on the school website.

### **How do we prevent bullying in school in the first place? Our strategy**

School's PSHE curriculum features objectives linked to children's social development and education about bullying; the issue of cyberbullying and online safety is also part of the IT curriculum.

- Assemblies are regularly used to promote being a good friend and to ensure children can distinguish between falling out and bullying. Children are encouraged to speak out if they feel that they are being bullied so that school can act quickly. These assemblies should promote the school's values, ethos and dispositions, which in turn leads to children being less likely to engage in bullying behaviours towards other children.
- School also participates in the annual anti—bullying themed week that usually takes place during November of each year.
- If school recognises that a specific issue with bullying has arisen e. g within a friendship group then we would plan and deliver an anti-bullying intervention and refer to outside agencies if needed. We would also work with parents.
- Annual pupil voice will be carried out to determine how children feel about the issue of bullying in school — their knowledge and understanding of the issue, whether they feel safe from bullying in school and how they can get support if they feel they are being bullied. School will then use these findings to refine procedures to dealing with bullying and identify changes that need to be made to policies and responses.
- School recognises that sometimes children can be reluctant to share worries and have installed a Worry

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**Principal** Miss C Blagden

**Vice Principal** Mrs L Cope





Box.

- Year 5 and 6 pupils have been trained as Anti-Bullying Ambassadors through the Diana Awards initiative .

**What should you do if you feel your child is being bullied at school?**

If you are concerned that your child may be being bullied, please contact school immediately to inform us of the situation. We will involve parents as appropriate and ensure all incidents are recorded so that the bullying behaviours stop. As a school, an important belief of ours is that we can work with children who display bullying behaviours to educate them as to the emotional damage that their actions have caused and ensure that they do not bully again. Whilst it is difficult to completely eradicate bullying, We do everything in our power to ensure that all children feel safe attending school.

**What will happen if you feel your child is being bullied?**

You will be -invited into school to talk to a member of the Senior Leadership Team to discuss the concerns that you have. School have records of incidents of inappropriate behaviours that occur during break/lunch times and incidents in the classroom that can be consulted for evidence that bullying is happening. These records are regularly monitored to look for patterns and possible bullying incidents. School recognises that not all incidents that may occur will be recorded as we may be unaware of these. It is important that children are encouraged by school and parents/carers to let us know about incidents if we do not see them. If school agrees that bullying is taking place, we will not tolerate this — see further actions below. However, school may feel that the incidents are conflicts rather than bullying. In this case, we will monitor the children in question and all staff will be alerted to keep an eye on the situation. All further incidents between the children in question will be referred to SLT and recorded to ensure bullying is not taking place.

When school recognises that bullying is taking place, it is important that we support both the victims of the bullying incident and the perpetrators.

For the victims of bullying, we take steps to ensure that the bullying incidents are stopped — see below — and we support the child(ren) to begin to feel safe and happy in our school once again. This may involve working with the school staff on nurture and/or social interventions, having regular time with a designated adult until they feel secure or using the indoor room during unstructured times. Victims of bullying will be monitored by their class teacher(s) until they are sure that they are feeling safe in school once again.

For children who perpetrate the bullying incidents, it is important that we work with the child(ren) to ensure that not only do they regret their actions but also educate them on why those actions were not acceptable. School's initial response will be to bring the child(ren)'s parent/carers into school for a meeting to discuss their child's behaviour and to ensure that it is clear that any further problems will not be tolerated. School will then determine the next steps needed to ensure no further incidents occur — this could involve, but is not limited to, children being supervised by staff on the playground, children having to stay inside at break times or children having to spend break times with a member of SLT. In extreme circumstances, parents/carers of the perpetrators of the bullying incidents could be asked to take their child home for lunchtime but this would only be done as a last resort.

As well as preventing the bullying from happening again, it is also important that the school works with the perpetrator to ensure that they understand the consequences of their bullying behaviours and the impact that bullying can have. This will involve working with school staff on social interventions that focus on developing empathy for the feelings of others and educating them so as to ensure that the bullying behaviours are stopped for good. If further action is needed for a child's social development, the school SENDCO will work with the child and their parents/carers to ensure that other agencies can become involved as and when needed

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**CASTLE ACADEMY**  
**Astrea Academy Trust**  
INSPIRING BEYOND MEASURE



**Contact details** Nominated

antibullying leadName: Miss C. Blagden

Phone/email: 01709 513010 [admin@astreacastle.org](mailto:admin@astreacastle.org)

Designated Safeguarding Lead

Name: Miss C Blagden

Phone/email: 01709 513010 [admin@astreacastle.org](mailto:admin@astreacastle.org)

NSPCC Helpline

0808 800 5000

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**Astrea Academy Trust**  
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We are committed to reviewing our policy and good practice annually. This policy was last reviewed on: September 2023

Signed: C. Blagden

Date: 1<sup>st</sup> September 2023

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