



# Axbridge C of E Academy

Together We Inspire, Thrive & Excel

## Anti-Bullying Policy

Date of Policy: September 2024

Review Date: September 2026



# Axbridge C of E First School Academy

## Anti-bullying Policy

At Axbridge Church of England Academy, all policies and practices are rooted in our Christian vision and ethos. Our work as a school community is guided by the words of Jesus:

*"I have come so that you may have life, life in all its fullness."*

**John 10:10**

This vision underpins our commitment to enabling every child and adult to flourish academically, socially, emotionally, spiritually, and morally, within a safe, inclusive, and aspirational learning environment.

Our Christian values of **Community, Love, and Courage** shape the way we live and work together each day. They inform our relationships, our expectations, and our approach to teaching, learning, behaviour, and care. Through Community, we foster a sense of belonging, partnership, and mutual respect. Through Love, we promote kindness, compassion, dignity, and forgiveness. Through Courage, we encourage resilience, honesty, ambition, and the confidence to do what is right, even when it is challenging.

Our school motto, **"Together We Inspire, Thrive and Excel,"** reflects our belief that children achieve their very best when they feel valued, supported, and inspired within a strong and caring community. Working together with pupils, families, staff, partners and the wider community, we strive to provide opportunities that enable all learners to thrive and excel.

### Introduction

Definition of bullying

Bullying is defined by the DfE as: *'Behaviour by an individual or a group, usually repeated over time, which intentionally hurts another individual either physically or emotionally'.*

Bullying can include:

Name calling, taunting, mocking, making offensive comments, kicking, hitting, taking belongings, inappropriate text messaging and electronic messaging (including through websites), Social Networking sites and Instant Messenger, sending offensive or degrading images by phone or via the internet, producing offensive graffiti, gossiping, excluding people from groups and spreading hurtful rumours.

Forms of bullying covered by this policy

- Bullying related to race, religion or culture
- Bullying related to learning difficulties or disability
- Bullying related to appearance or health conditions
- Bullying of young carers or children in care or otherwise related to home circumstances

1

**A:** Axbridge C of E Academy, Axbridge, Somerset, BS26 2BA

**E:** office@axbridgefirstschool.co.uk | **W:** www.axbridgefirstschool.co.uk | **T:** 01934 732391



Part of the  
**Wessex** Learning Trust

- Sexist or sexual bullying
- Cyber bullying

This policy should be cross referenced with the following policies; Behaviour Management, Acceptable Use, E Safety, Equality Statement and Objectives, PSHCE. It should also be cross referenced with the Code of Conduct for staff and Safeguarding Policy and procedures.

### Aims and objectives

Bullying is wrong and damages individual children. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable. Our school vision clearly reflects the ethos we strive for as a school; to produce a safe and secure environment where all can learn without anxiety, and measures are in place to reduce the likelihood of bullying.

## "Together We Inspire, Thrive & Excel"

In our vibrant, inclusive community, every child is empowered to *thrive* and experience the joy of learning. By igniting the unique spark within each student, we *inspire* a lifelong passion for exploration and discovery. Empowered as independent thinkers, our students *excel* and are prepared to embrace *a life in all its fullness.*

School Vision

## The Axbridge Expectations

- ✓ *We are kind and polite* 
- ✓ *We work hard and take responsibility* 
- ✓ *We look after our school and everyone in it* 
- ✓ *We listen to and respect each other's views* 

These measures include: Daily and weekly rewards through certificates, such as Star of the Week, Headteachers Award, Learning Skills award, Christian Values Award and Celebration Assemblies which encourage positive choices and actions. Our curriculum and PSHE lessons also teach appropriate behaviours through robust discussions in circle time and our emotional literacy sessions. Our Golden rules and behaviour traffic light chart also means there are clear and understandable rewards and sanctions for the children to understand and respond to. Our restorative approach to managing behaviour means the emphasis is on children being able to try again, to get it right this time. ***It is the behaviour which is disapproved of, not the child.***

2

A: Axbridge C of E Academy, Axbridge, Somerset, BS26 2BA

E: office@axbridgefirstschool.co.uk | W: www.axbridgefirstschool.co.uk | T: 01934 732391



Part of the  
**Wessex** Learning Trust

To support pupils and their families in seeking independent advice we also publish details of helplines and websites on notes to parents/carers and on our website. Through this policy we also make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our school.

This policy aims to produce a consistent school response to any bullying incidents that may occur.

### **Role of Partners**

The partnership body:

Supports the headteacher in all attempts to eliminate bullying from our school.

The partnership body will not condone any bullying at all in our school, and any incidents that do occur will be taken very seriously, and dealt with appropriately.

Requires the headteacher to keep accurate records of all incidents of bullying and to report to the governors on request and before each review of this policy, 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 governors to look into the matter, in accordance with the complaints policy.

### **The role of the headteacher**

It is the responsibility of the headteacher to implement the school anti-bullying strategy, and to ensure that all staff are aware of the school policy, and know how to identify and deal with incidents of bullying.

The headteacher:

Reports to the governing body about the effectiveness of the anti-bullying policy on request and before each review of this policy.

Ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The headteacher draws attention to this fact at suitable moments.

Ensures that children are aware of what steps to take if they are being bullied (see role of pupils).

Ensures all staff receive sufficient training to be equipped to identify and deal with all incidents of bullying.

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 a part of their behaviour.

### **The role of the teacher and support staff**

- All the staff in our school take all forms of bullying seriously, and seek to prevent it from taking place.

**3**

**A:** Axbridge C of E Academy, Axbridge, Somerset, BS26 2BA

**E:** office@axbridgefirstschool.co.uk | **W:** www.axbridgefirstschool.co.uk | **T:** 01934 732391



Part of the  
**Wessex** Learning Trust

- Teachers will use the school behaviour forms and records in the headteachers office of all incidents that happen in their class, and that they are aware of in the school.
- If teachers witness an act of bullying, they will either investigate it themselves or refer it to the headteacher.
- Teachers and support staff do all they can to support the child who is being bullied.
- Support staff ensure any incidents they witness are reported to class teachers.
- All records are brought to teacher/SENCO meetings.
- If a child is being bullied over a period of time, then, after consultation with the headteacher, the teacher informs the child's parents.
- When any bullying takes place between members of a class, the teacher will deal with the issue immediately. This may involve counselling and support for the victim and sanctions for the child who has carried out the bullying, explaining to them why his/her action was wrong and how they should change their behaviour in future.
- If a child is repeatedly involved in bullying, the headteacher is informed and the SENDCo. If this persists we then invite the child's parents into the school to discuss the situation. In more extreme cases, for example where the initial discussions have proved ineffective, the headteacher may contact external support agencies, such as the social services.
- All members of staff attend training as appropriate, which equips them to identify bullying and to follow the school policy and procedures with regard to behaviour management. The Behaviour Management Policy should be referred to for further details.

Teachers use a range of restorative methods to help prevent bullying and to establish a climate of trust and respect for all. The aim of the restorative justice approach is to facilitate communication and dialogue which restores and promotes reconciliation. They use drama, role play, stories etc., within the formal curriculum, to help pupils understand the feelings of bullied children, and to practise the restraint required to avoid lapsing into bullying behaviour.

Pupils have access to the Pupil Version of the Anti-bullying Policy which is used by teachers as part of our Anti-bullying awareness provision, this is often referred to as a Class Charter. Circle time is used to praise, reward and celebrate the success of all children, and thus to help create a positive atmosphere.

### **The role of parents**

Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately. If they are not satisfied with the response, they should contact the headteacher. If they remain dissatisfied, they should follow the school's complaints procedure.

Parents have a responsibility to support the school's anti-bullying policy, actively encouraging their child to become a positive member of the school.

### **The role of pupils**

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.

## **4**

**A:** Axbridge C of E Academy, Axbridge, Somerset, BS26 2BA

**E:** office@axbridgefirstschool.co.uk | **W:** www.axbridgefirstschool.co.uk | **T:** 01934 732391



Part of the  
**Wessex** Learning Trust

Pupils are taught a three step rule:

Step 1- Ask the person to stop,

Step2- Tell the person you don't like it,

Step 3- Tell an adult.

Pupils are invited to tell us their views about a range of issues, including bullying in the annual pupil questionnaire. We have special occasions such as assemblies, lessons and questionnaires when pupils are invited to tell us their views about bullying.

### **Monitoring and Review**

This policy is monitored on a day- to- day basis by the headteacher, who reports to the governors on request about the effectiveness of the policy.

The anti-bullying policy is the governors' responsibility, and they review its effectiveness annually. They do this by examining the school's anti-bullying log book, where incidents of bullying are recorded, and by discussion with the headteacher. Partners analyse the information for patterns of people, places or groups. They look out in particular for racist bullying, or bullying directed at children with disabilities or special educational needs.

This policy will be reviewed every two years or earlier if necessary.

