



What is Bullying... How does the school deal with bullying... What do I do if I think my child is being bullied...How do I recognise the signs of bullying?

The following is a definition of bullying from the Dfe

There is no legal definition of bullying.

However, it's usually defined as behaviour that is:

- repeated
- intended to hurt someone either physically or emotionally
- often aimed at certain groups, for example because of race, religion, gender or sexual orientation

It takes many forms and can include:

- physical assault
- teasing
- making threats
- name calling
- cyber-bullying - bullying via mobile phone or online (for example email, social networks and instant messenger)

Bullying, especially if left unaddressed, can have a devastating effect on individuals. It can be a barrier to their learning and have serious consequences for their mental health. Bullying which takes place at school does not only affect an individual during childhood but can have a lasting effect on their lives well into adulthood.

By effectively preventing and tackling bullying, schools can help to create safe, disciplined environments where pupils are able to learn and fulfil their potential.

How do academies within The HEART Education Trust deal with bullying?

The Heart Education Trust takes any form of bullying very seriously. We have a Trust wide Anti-Bullying Policy which all of our academies are expected to adhere to. A copy of the policy is available from the school office.

Each of our primary schools is unique in the fact that there is a full time Pastoral Manager on each site. We also have a Trust Pastoral Manager – Eileen Craig. The Pastoral Manager should be the first person you or your child should speak to if you think your child is being bullied (or if you have any concerns at all about your child at school).

Heartsease Primary Academy – Pastoral Manager Jane Howe

Henderson Green Primary Academy – Pastoral Manager Bridget Massen



Lingwood Primary Academy – Pastoral Manager Tracey Watering

Valley Primary Academy – Pastoral Manager Maz Lacey

We also have a Parent Support Worker based at Henderson Green – Debbie Buxton

If you think your child is being bullied:

1. Discuss your concerns in the first instance with the Pastoral Manager at your school. The Pastoral Manager will establish the facts and take any necessary action. The bullying (or unwanted behaviour) should cease immediately.
2. If you feel that the Pastoral Manager has not been effective in stopping the bullying you should speak with the Headteacher. The Headteacher will follow this up and ensure your concerns are dealt with. The bullying (or unwanted behaviour) should cease immediately.
3. In very rare circumstances the bullying may continue and you may need to speak to the school again. In this case you need to speak to the Headteacher.
4. If you are uncomfortable speaking with someone at the school, you may speak to the Trust Pastoral Manager, Mrs Eileen Craig 01603 307820. She is based at the Trust office.
5. If you feel that your concerns have not been taken seriously by the school or the Trust Pastoral Manager, contact the CEO Mrs Christina Kenna 01603 307820 or e mail Christina@thehearteducationtrust.co.uk. The CEO will personally take the concern up on your behalf.
6. You may wish to raise this informally with the CEO and ask her to support you with your concerns. If you have had to come this far to hear you concerns addressed you may wish to make a formal complaint. If this is the route you wish to take, please follow the Complaint's Policy which is available on the Trust or the individual school's website.

Hopefully, your concerns will be dealt with well before it gets to the stage that you will need to go further than the Headteacher. Please remember that we **cannot** protect your child from bullying, if you or your child do not raise it with us.

Child's Role in tackling bullying

- TELL an adult, preferably the Pastoral Manager straight away
- TELL your mum, dad or carer
- Keep away from the person who is upsetting you
- If you see anyone at school being bullied, hurt or called names TELL an adult immediately
- Remember if you watch someone being bullied and don't TELL you are helping the bully
- Make your school a TELLING school



School Role in tackling bullying

- Use assemblies, curriculum, PSHE lessons and Anti Bullying week to make children aware of what bullying is and what bullying is not.
- Make your school a safe place – ensure areas where children can be bullied are supervised
- Become a TELLING school – some children worry about TELLING as they do not want to ‘grass’. Make your pupils aware that TELLING is a big part of preventing bullying
- Take children and parent concerns seriously and always follow it up
- Help children to sort out minor disputes with their friends using a Solution Focused approach
- Log incidents of poor behaviour on the Pastoral Log
- Complete Incident sheets wherever there is physical aggression
- Be even and consistent e.g. a child who regularly lashes out at other children, needs to be escalated through the behaviour system
- Involve parents early when a child makes a habit of being unkind, verbal or physical to other children
- ALL children regardless of needs or background need to **know** that it is **NOT OK** to use physical aggression or verbal abuse towards children or adults

Trust Role in tackling bullying

- To ensure that every Trust school adheres to the Behaviour and Anti-Bullying Policies
- To investigate parental concerns that have been escalated to the Trust Pastoral Manager or CEO
- To investigate all complaints raised under The Complaints Policy
- To ensure that all staff are adequately trained to recognise the signs of bullying to be watchful for, and to deal with it immediately
- To regularly monitor the behaviour and safety of pupils at each of the Trust schools
- To intervene when a school cannot demonstrate that it has followed the Behaviour and/or Anti Bullying Policy

Parents role in tackling bullying

- Spend time with your child so that they can discuss any school or friendship worries with you
- Encourage your child to tell someone at school if something is worrying them but to always tell you
- Establish who is upsetting your child and whether your child has spoken to a member of staff – was any action taken?
- Establish whether this is bullying look at the Dfe definition. Sometimes children fall out with each other, or get involved in scuffles over football, or just do not get on.



This is not bullying but you should still raise it with the school because your child needs to be happy and feel safe coming to school.

- Raise your concerns with the school Pastoral Manager as soon as possible. You should be able to see the Pastoral Manager without an appointment.
- Give the school reasonable time to deal with the issues
- If you are still not satisfied that your child is being looked after follow the advice here and if necessary **make a complaint to the school or Trust**
- Sometimes parents take their concerns straight to Ofsted. This is **not helpful** because often this is the first time the school are made aware of the problem. Very often these complaints are anonymous. This does not help your child because we need to know the details so that we can make sure your child is safe – remember bullies prey on victims who they think will not tell. By not raising this with the school or Trust you may be enabling bullies to get away with it. If the school does not deal with your complaint the Trust needs to know.
- Of course if you go through our procedure and make a complaint to the Trust **and you still feel it has not been dealt with or taken seriously** then you **should** escalate your worry to an external agent such as Ofsted

Our policy states that:

“Bullying in any form, by anyone, will not be tolerated at The HEART Education Trust or any of its academies. We do not accept any form of behaviour which hurts, threatens or frightens any member of our school community. Every child has the right to feel safe and happy in school and in the playground. We believe in eradicating bullying by supporting the victim. Bullies also need support to change their behaviour.”

Bullying hurts both physically and emotionally. Most adults have experienced bullying at some point in their lives.

- It is not part of growing up
- It should never be tolerated
- It should never be ignored
- Children should not have to deal with it alone or be expected to ‘sort out the bully themselves

However, to be sure that **actual bullying** is tackled swiftly and effectively, it is important to establish whether your child is being bullied or whether it is poor behaviour choices on the part of another child.

Remember Bullying is not the occasional incident between 2 or more children of equal stature or age. (Incidents of this nature are dealt with under our Behaviour Policy)

Bullying takes place where there is an imbalance of power of bully over victim:

- Difference in size, strength or age
- Numbers of individuals involved



- Anonymity – indirect, cyber bullying, text, social media

Bullying may occur anywhere including school but sometimes it is less obvious such as cyber bullying (chat rooms, text, facebook etc), within the community or between families in the community

Signs that a child may be being bullied

The following are signs that a child MAY be being bullied. They may also be signs of many other things but should not be ignored.

- Is frightened of walking to and from school
- Wants parent/carer to take them/collect them
- Varies their usual routine
- Unwilling to go to school – lots of vague sickness, truancy, becomes a school refuser
- Becomes, withdrawn, anxious, lacks confidence, develops a stammer
- Cries themselves to sleep at night or has recurrent nightmares
- Threatens suicide or tries to run away
- Unusual mood swings, bad temper, aggressiveness, bursts into tears for no apparent reason, becomes disruptive or unreasonable
- Starts to perform poorly at school
- Belongings go missing, clothes torn
- Starts stealing or requests extra money (to pay bully)
- Continually 'losing' dinner money etc. Comes home starving
- Unexplained cuts, bruises
- Bullies siblings
- Stops eating
- Hides phone, jumpy/nervous when text messages come through
- Avoids eye contact Gives improbable reasons for any of the above

HEART Education Trust academies will always take bullying seriously.

If on the rare occasion you believe the school is not taking it seriously you MUST raise it with the Trust.

The HEART Education Trust maintains a ZERO TOLERANCE to bullying or bullying behaviour and will always investigate your complaint.