Freemantle
Church of England
Community Academy

FELLOWSHIP • CREATIVITY • COURAGE

Everyone belongs
Everyone is valued
Together we flourish

Anti-Bullying

A safe, kind and inclusive academy for all

Bullying is never acceptable at Freemantle. We all have a responsibility to prevent it, report it and stop it.

What is bullying?

Bullying is repeated behaviour **that is intentionally hurtful and** aimed at hurting, harming or upsetting someone. It can happen face to face or online and can affect anyone.

Four key features of bullying:

1. **Repeated** – it happens more than once.
2. **Intentional** – it is done on purpose.
3. **Harmful** – it can cause physical or emotional harm.
4. **Imbalance of power** – there is a real or perceived power difference (e.g. size, age, popularity or access to technology).

Bullying can take many forms

Physical
hitting, kicking, pushing or damaging belongings

Verbal
name calling, teasing, insults or threats

Emotional
excluding someone, spreading rumours, deliberately ignoring someone

Online (cyberbullying)
hurtful messages, posts, sharing images or excluding others online

Prejudice-based
because of someone's race, religion, gender, disability, sexual orientation or any other difference.

Bullying of any kind is unacceptable at Freemantle.

Spot the signs

A child who is being bullied might:

- seem worried, upset or withdrawn
- not want to come to school
- have changes in behaviour, sleep or appetite
- lose confidence
- have unexplained injuries or missing belongings
- spend more time online or avoid certain situations

If you notice these signs in yourself or a friend, please tell someone.

Report it

Speak to a trusted adult
Talk to a member of staff, including a Designated Safeguarding Lead (DSL) or a Deputy DSL (DDSL).

Tell a friend
Sometimes it can be easier to talk to a friend first.

You can also write it down
If you prefer, you can write down what has happened and give it to a trusted adult.

It's always the right thing to do.

What happens next?

1. We will always take what you tell us seriously.
2. We will listen and find out what has happened.
3. We will support everyone involved.
4. We will take appropriate action in line with our Behaviour Policy.
5. We will keep in touch and make sure you feel safe.

You will be listened to.

Where to get more support

You can also contact these organisations for advice and support:

ChildLine
0800 1111
www.childline.org.uk
A free, confidential service for children and young people.

NSPCC
0808 800 5000
www.nspcc.org.uk
Advice and support for children, parents and carers.

Remember - you are not alone.

Our academy values help us to stand together

We support each other and work together.

We embrace difference and celebrate unique ideas and perspectives.

We do the right thing, speak up and stand against bullying.

Together we can make a difference

- Be kind
- Include others
- Respect our differences
- Speak up if something doesn't feel right

A happier, safer academy for everyone.