

## Anti-Bullying Policy

### Policy Monitoring, Evaluation and Review

This policy is effective for North Mead Primary Academy

<b>Version:</b>	0.4
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### Revision History:

Version	Date	Author	Summary of Changes:
0.1	26.03.2015	NHPS	Due for review
0.2	30.09.2016	BB	To reflect Academy status
0.3	01.11.2018	BB	Updated to reflect Academy status
0.4	10.11.2019	JW	Due for review

## **NORTH MEAD PRIMARY ACADEMY ANTI-BULLYING POLICY**

At North Mead Primary Academy, we are committed to providing a caring, friendly and safe environment for all our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our academy. If bullying does happen, all pupils should be able to tell someone and know that incidents will be dealt with quickly and effectively. We are a TELLING school. This means that anyone who knows that bullying is happening is expected to tell an adult within school. Bullying hurts. No one deserves to be a victim of bullying. We believe that all children have the right to come to school without fear of being bullied. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving. We have a responsibility to respond quickly and effectively to issues of bullying.

### **WHAT IS BULLYING?**

Bullying is the repeated use of prejudice based behaviours or aggression with the intention of hurting another person.

Bullying results in pain and distress to the victim. We teach children this definition with **STOP** (Several Times On Purpose, Start Telling Other People). Bullying can be:

<b>EMOTIONAL</b>	Being unfriendly, excluding, teasing (e.g. hiding or throwing equipment) or threatening
<b>/INDIRECT</b>	Being controlling over friendship groups or through a 3 <sup>rd</sup> party
<b>PHYSICAL</b>	Pushing, kicking, hitting, punching, damaging property or any use of violence
<b>RACIST</b>	Racial taunts, graffiti, gestures
<b>SEXUAL</b>	Unwanted physical contact or sexualised language, sexual violence or harassment
<b>HOMOPHOBIC OR</b>	
<b>TRANSPHOBIC</b>	Name-calling or insults (e.g. 'You're gay')
<b>VERBAL</b>	Name-calling, sarcasm, spreading rumours, teasing
<b>DISABILITY</b>	Name-calling or insults about special educational needs and disabilities
<b>CYBER</b>	Any of the above through text, social media or internet platforms. Defamation or slander on social network sites which can lead to the identification of individual children or adult (refer to the E-Safety Policy for information on safer internet use).

Other concerns which do not necessarily fit into these headings will be taken seriously.

### **OBJECTIVES OF THIS POLICY**

- All governors and teaching and non-teaching staff should know what the academy policy is on bullying, and follow it when bullying is reported.
- All governors, teachers and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All pupils and parents should know what the academy policy is on bullying, and what they should do if bullying arises.
- As an academy we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported. Bullying will not be tolerated.

## **SIGNS AND SYSTEMS**

A child may show that he or she is being bullied. These signs and behaviours could indicate other problems (for example when new to the academy), but bullying should be considered as a possibility and should be investigated. Adults should be aware of these possible signs and that they should investigate if a child:

- Is frightened of walking to or from school
- Begs to be driven to school
- Doesn't want to go to school
- Becomes very quiet, worried or lacking in confidence
- Starts stammering
- Attempts or threatens suicide or runs away
- Cries to sleep at night or has nightmares
- Feels ill in the morning
- Begins to do less well in school work
- Comes home with clothes torn
- Has possessions go 'missing'
- Has dinner or other monies continually 'lost'
- Has unexplained cuts or bruises
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or younger brothers or sisters
- Stops eating
- Is frightened to say what's wrong

### **A culture of telling**

Every child has the opportunity to raise any issues in classrooms through the bubble time system. All of children's concerns will be addressed before the end of a school day. Children also undertake weekly PSHCE sessions where class issues can be brought up and addressed. These also provide an opportunity to encourage self-esteem and social skills. All complaints of bullying will be taken seriously and an investigation will take place, first by the class teacher and then, if appropriate, by the phase leader/parent liaison officer.

Teaching staff are present every morning (8:30-8:40) and at the end of every school day to discuss any concerns. Senior staff are available to parents every morning between 8:40-8:55, please refer to the contact details in reception for further enquiries. The academy website offers several anti-bullying links for parents to develop our ethos in the wider society.

### **A comprehensive induction policy**

Every new starter at the academy will be assigned a 'special friend' and will be introduced to the playground leaders. They will also be introduced to a designated lunchtime supervisor who is in charge of the smooth transition for the child at lunchtimes.

### **Peer support systems**

There are play leaders in both the infant and junior playgrounds and additional adults on hand. If they see concerning behaviour, they are trained to approach an adult with their concerns that will be taken seriously and followed up.

### **Reporting and monitoring**

If a bullying issue is reported, class teachers will complete an initial investigation into the situation. This will be followed up by the Phase Leader if it has happened - STOP (several times on purpose). If the incident reported is the first time, teachers will address the issue and make a record of this on CPOMS of this in case it arises again. All incidents recorded through CPOMS are discussed at weekly DSL meetings so that all key adults are aware and the actions taken can be considered. These are discussed regularly to ensure any recurring issues are investigated by Phase Leaders or the Parent Liaison Officer.

Teachers and phase leaders adopt many strategies when dealing with reports of bullying and this will be specific to the case as outlined by the Behaviour Policy. Where appropriate, additional support programmes will be put into place for both the victims and perpetrators of bullying to encourage healthy relationships within school. Further support can be offered by the RB2L team which is shown on the Removing Barriers to Learning document. Parents of both the child accused of bullying and the victim are informed.

### **What do we offer?**

- We have play leaders who can support children who are not enjoying playtimes.
- Range of quality activities on offer at lunchtimes, so that children are usefully occupied. Also a system of play leaders in place, to support pupils in their activities and pick up on issues quickly, passing them on to staff.
- Regular class teacher led discussions during PSHCE sessions on the topic
- Peer support will be strongly emphasised – children will be taught how to effectively support a bullied child and how to resist 'joining in' with bullying
- A clear behaviour policy with rewards and consequences
- Safer Internet lessons
- Children are encouraged to seek out adults within school who can help them no matter who they are (teaching assistants, office staff, SLT, etc.)

### **Whistle-blowing Policy**

Every governor, teaching and non-teaching staff has the responsibility to prevent bullying in the academy. If improper conduct is witnessed from any member of staff, including adult involvement in bullying, staff will make a disclosure about this conduct by following the Whistle-blowing Policy. Any urgent necessary action will be taken while an investigation is conducted.

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### **BULLYING CAN BE:**

#### **EMOTIONAL**

Being unfriendly, excluding, teasing (e.g. hiding or throwing equipment) or threatening

#### **/INDIRECT**

Being controlling over friendship groups or through a 3<sup>rd</sup> party

#### **PHYSICAL**

Pushing, kicking, hitting, punching, damaging property or any use of violence

#### **RACIST**

Racial taunts, graffiti, gestures

#### **SEXUAL**

Unwanted physical contact or sexualised language

#### **HOMOPHOBIC**

Name-calling or insults (e.g. 'You're gay')

#### **VERBAL**

Name-calling, sarcasm, spreading rumours, teasing

#### **DISABILITY**

Name-calling or insults about special educational needs and disabilities

#### **CYBER**

Any of the above through text, social media or internet platforms. Defamation or slander on social network sites which can lead to the identification of individual children or adult (refer to the E-Safety Policy for information on safer internet use).

### **WHAT TO DO IF YOU ARE BEING BULLIED**

Stand tall, use eye contact and tell them to go away. Be assertive by using a loud voice



Ignore them and walk away



Be nonchalant – act as though you don't care what they say or do



DON'T do what they say, DON'T look upset or cry, DON'T get angry, DON'T hit them



TELL SOMEONE - report bullying incidents to any member of staff



Go and play with a playground buddy if you are outside

### **WHAT WE WILL DO IF YOU ARE BEING BULLIED**

Investigate any allegation of bullying, talking to all children involved separately



Provide support to the child being bullied – a 'special friend' and monitor the situation. All staff will be informed.



If it is found to be 'Several Times on Purpose' we will call a meeting with the parent/s / carer/s of the child/ren showing these behaviours and causing distress. Make a written record of the bullying incident and record what has happened on CPOMs. We will create a plan with the parents and children to prevent this behaviour from reoccurring and educate the perpetrator as to how their behaviour is abusive.