

Anti-Bullying Policy

Policy Monitoring, Evaluation and Review

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Author:	JWh
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Revision History:

Version	Date	Author	Summary of Changes:
V7.0	Oct 2023	JWh	Review and update

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:

EMOTIONAL	Being unfriendly, excluding, teasing (e.g. hiding or throwing equipment) or threatening
/INDIRECT	Being controlling over friendship groups or through a 3 rd 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).

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

OBJECTIVES OF THIS POLICY

- All governors, 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 with their teacher. All concerns of a child will be addressed before the end of a school day. Children also participate in daily collective worship 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 behaviour leader/phase leader or family support worker.

Teaching staff are present every morning (8:40-9:00) and at the end of every school day to discuss any concerns. Senior staff are available to parents every morning between 8:40-9:00, please refer to the contact details in reception for further enquiries.

A comprehensive induction policy

Every new starter at the academy will be assigned a 'special friend.' 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 behaviour leader / 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 in case it arises again. Key adults are made aware and any appropriate actions. These are discussed regularly to ensure any recurring issues are investigated by phase leaders or the family support worker where appropriate.

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 family support worker. Parents of both the child accused of bullying and the victim are informed.

What do we offer?

- A range of quality activities on offer at lunchtimes as part of our Happy Lunchtimes scheme, so that children are usefully occupied. Dinner supervisors are 'Happy Lunchtimes trained' to support pupils in their activities and pick up on issues quickly, passing them on to staff.
- Regular class-teacher-led discussions during collective worship 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 member 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:

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/INDIRECT

Being controlling over friendship groups or through a 3rd 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

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Name-calling or insults about special educational needs and disabilities

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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 another friend 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. We will make a written record of the bullying incident 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.

GUIDANCE ON CHILD ON CHILD SEXUAL VIOLENCE AND SEXUAL HARASSMENT

****IMPORTANT NOTE:** as per KCSIE 2021, it is the sole responsibility for educational establishments to ensure that they have a 'Guidance on child on child sexual violence and harassment' for their establishment in place. The below information is taken directly from KCSIE 2023 and all education establishments are required to have guidance in place for such incidents. The information below is a starting point to support the school in writing their own Child on Child Appendix for such incidents:

KCSIE 2023 states that child on child sexual violence and sexual harassment forms part of the statutory guidance about how schools and colleges should respond to all reports and concerns of child on child sexual violence and sexual harassment, including those that have happened outside of the school or college premises, and or online.

Sexual violence and sexual harassment can occur between two children of any age and sex, from primary through to secondary stage and into colleges. It can occur through a group of children sexually assaulting or sexually harassing a single child or group of children. Sexual violence and sexual harassment exist on a continuum and may overlap; they can occur online and face to face (both physically and verbally) and are never acceptable. North Mead Primary Academy takes such incidents seriously and have strict measures in place to address this kind of behaviour and our staff are advised to maintain an attitude of 'it could happen here'.

- Our school strictly follows statutory guidance and information from the government Sexual Violence and Sexual Harassment Between Children in Schools and Colleges.
- Our PSHE/RSE curriculum teaches and fosters healthy and respectful relationships. Details of our PSHE/RSE curriculum can be found on our website.
- Our school has a clear definition of what constitutes Sexual Violence or Sexual Harassment:
 - Sexual violence:
 - Rape
 - Assault by penetration
 - Sexual Assault
 - Causing someone to engage in sexual activity without consent
 - Sexual harassment:
 - Unwanted conduct of a sexual nature, for example; 'jokes', sexual comments, interfering with clothing, online, sharing or taking of images
- Our school has a clear definition of Harmful Sexual Behaviour:
- We understand that children's sexual behaviour exists on a wide continuum, from normal and developmentally expected to inappropriate, problematic, abusive and violent. Sexual behaviour between children can be considered harmful if one of the children is much older, or there is a significant learning age difference or balance of power.

How we respond to reports:

As with all safeguarding concerns, all staff will take disclosures extremely seriously and report immediately to the DSL or Deputy DSL. All staff will consider the following in relation to sexual violence and harassment concerns:

- Children may not find it easy to tell staff about their abuse verbally.
- Children can show signs or act in ways that they hope adults will notice and react to.
- Staff's initial response to a report from a child is incredibly important.
- All victims are reassured that they are being taken seriously, regardless of how long it has taken them to come forward and that they will be supported and kept safe.
- Abuse that occurs online or outside of the school or college should not be downplayed and should be treated equally seriously.
- Staff should keep in mind that certain children may face additional barriers to telling someone because of their vulnerability, disability, sex, ethnicity and/or sexual orientation.
- Staff at North Mead will have regular training on reporting concerns and safeguarding is a recurrent theme that runs through all policies and procedures.