



*"Middlethorpe: Making  
Extraordinary People"*

# Anti Bullying Policy

## 2019 – 2021

## **Anti Bullying Policy**

### **Statement of Intent**

Middlethorpe Primary Academy is committed to a policy of inclusion and equality. We provide a warm, caring and safe place for all our children so that all children can learn and play in a relaxed and secure environment without fear of being bullied. Bullying is ant-social behaviour and affects everyone; bullying of any kind is totally unacceptable and will not be tolerated at Middlethorpe Primary Academy. We take all incidents of bullying seriously as no one deserves to be a victim of bullying. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively in accordance with this policy. All children and young people have the right to be protected from physical, emotional and mental violence; a right enshrined in the United Nations Convention on the Rights of the Child. Children also have the right to learn, live, travel and play in a safe environment where they can thrive and achieve their full potential. Our bullying policy should be read in conjunction with our school's behaviour policy.

### **Aims**

The aim of this policy is to try and prevent and deal with any behaviour deemed as bullying. The implementation of this policy will create an ethos where bullying is regarded as unacceptable so that a safe and secure environment is created for everyone to learn and work in. All members of the school have a responsibility to recognise bullying when it occurs and take appropriate action in accordance with the school policy. This will happen in the following ways:

- The school will meet the legal requirement for all schools to have an anti-bullying policy in place.
- The school will work closely with other professional agencies to ensure that children stay safe as stated in The Children Act 1989, The SEN and Disability Act 2001, The Government Green Paper 'Every Child Matters' 2003 (outcome 2) and The Children Act 2004.
- All governors, teaching and non-teaching staff, pupils and parents/guardians will have an understanding of what bullying is.
- All governors, teaching and non-teaching staff will know what the school policy is on bullying and will consistently and swiftly follow it when bullying is reported.
- All pupils and parents/guardians will know what the school policy is on bullying and what they can do if bullying occurs.
- Pupils and parents/guardians will be assured that they will be supported when bullying is reported.
- Whole school initiatives (staff training, celebration assemblies etc) and proactive teaching strategies (PHSE [Personal, Health & Social Education] lessons, circle time etc) will be used throughout the school to reduce the opportunities for bullying to occur.
- A positive, caring ethos will be created within the school environment where everyone can work, play and express themselves, free from the fear of being bullied.

## **What is bullying?**

At Middlethorpe Primary Academy we define bullying as;

“Behaviour by an individual or a group, usually repeated over time that intentionally hurts another individual either physically or emotionally”. (DfE “Preventing and Tackling Bullying”, March 2014)

### **Bullying can be:**

- Emotional- being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures), ridicule, humiliation
- Verbal- name calling, sarcasm, spreading rumours, threats, teasing, making rude remarks, making fun of someone,
- Physical- pushing, kicking, hitting, pinching, throwing stones, biting, spitting, punching or any other forms of violence, taking or hiding someone’s things
- Racist- racial taunts, graffiti, gestures, making fun of culture and religion
- Sexual- unwanted physical contact or sexually abusive or sexist comments
- Homophobic- focussing on the issue of sexuality
- Online/cyber- setting up ‘hate websites’, sending offensive text messages, emails and abusing the victims via their mobile phones
- Any unfavourable or negative comments, gestures or actions made to someone relating to their disability or special educational needs.

### **Bullying is not:**

It is important to understand that bullying is not the odd occasion of falling out with friends, name calling, arguments or when the occasional trick or joke is played on someone. It is bullying if it is done several times on purpose (STOP). Children sometimes fall out or say things because they are upset. When occasional problems of this kind arise it is not classed as bullying. It is an important part of children’s development to learn how to deal with friendship breakdowns, the odd name calling or childish prank. We all have to learn how to deal with these situations and develop social skills to repair relationships.

### **Signs and Symptoms of Bullying**

A child may indicate, by different signs or behaviour, that he or she is being bullied. Adults should be aware of these signs and investigate further if a child:

- is frightened of walking to or from school
- doesn’t want to go on the school
- begs to be driven to school
- changes their usual routine/route to school
- begins missing days of school
- becomes withdrawn, anxious or lacking in confidence
- starts stammering

- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to under perform in school work
- comes home with clothes torn or damaged belongings
- has possessions go “missing”
- asks for money or starts stealing money (to pay the bully)
- has money continually “lost”
- has unexplained cuts or bruises
- comes home starving (money/snack/sandwiches have been stolen)
- becomes aggressive, disruptive or unreasonable
- starts swearing or using aggressive language for no apparent reason
- is bullying other children or siblings
- stops eating
- is frightened to say what’s wrong
- gives improbable excuses for any of the above

This is not a definitive list but suggests some of the signs and symptoms. These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be taken seriously and investigated as soon as possible.

### **Strategies in school for the prevention and reduction of bullying**

Whole school initiatives and proactive teaching strategies will be used throughout the school to develop a positive learning environment with the aim of reducing opportunities for bullying to occur.

These include:

- Promotion of the Middlethorpe values of Kindness, Responsibility and Pride
- School rules
- Making national anti-bullying week a high profile event each year.
- Raising awareness through assemblies
- Work in PSHE following the Jigsaw scheme
- Introducing playground improvements and initiatives, e.g. school sports leaders
- Pastoral Teaching Assistant
- Using praise and rewards to reinforce good behaviour
- Involving parents and the wider community
- Multi agency work – working with social services, police etc.
- Undertaking regular questionnaires and surveys to monitor the extent of bullying in the school and the effectiveness of the anti-bullying policy
- Producing a ‘child speak’ version of the policy for the children
- Children being read stories about bullying
- Encouraging the whole school community to model appropriate behaviour towards one another
- Organising regular anti-bullying training for all staff

In addition, staff need to feel safe in order to help make the children feel safe. Staff are aware of procedures to follow in such an instance or they can contact their union for advice and support.

### **What can you do if you are being bullied?**

We want everybody to feel confident to report bullying whenever and wherever it happens, and get the help they need to feel safe again. If someone is bullying you, it is important to remember that it is not your fault and there are people that can help you. Tell someone you trust (parent, teacher, teaching assistant, lunchtime supervisor), giving them as many facts as you can (Who? Where? What? Why? When? How?).

### **What can you do if you see someone else being bullied? (The role the bystander)**

Ignoring bullying is cowardly and unfair on the victim. Staying silent means that the bully has won and gives them more power. There are ways you can help without putting yourself in danger, for example tell a member of staff as soon as possible or ask someone you trust about what to do.

### **Procedures for reporting and responding to bullying incidents**

At Middlethorpe Primary Academy all staff will respond calmly and consistently to all allegations and incidents of bullying. They will be taken seriously and dealt with impartially and promptly. All those involved will have the opportunity to be heard. Staff will protect and support all those involved whilst allegations and incidents are investigated and resolved. The following step by step procedures will be followed in all cases:

- Report all bullying allegations and incidents to staff
- Staff will make sure the victim(s) is and feels safe
- Staff will listen and speak to all children involved about the incident separately.
- Appropriate action will be taken quickly to end the bullying behaviour.
- • Appropriate advice will be given to help the victim.
- • Staff will reinforce to the bully/ies that their behaviour is unacceptable and they will be given a warning.
- The bully/ies may be asked to genuinely apologise for what they have done and other consequences may take place and sanctions applied
- An attempt will be made, and support given, to help the bully (bullies) understand and change his/her/their behaviour.
- Parents will be informed and may be invited into the school to discuss the problem.
- After the incident has been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
- All incidents will be recorded on CPOMs
- Incidents will be reported to the Academy Improvement Committee termly
- If necessary and appropriate, the Child Protection Officer in school, Social Services or police will be consulted.

### **The following sanctions may be used:**

- Apologise to the victim(s) verbally or in writing
- Lose privileges
- Spend time in the Principal's office
- Spend playtimes and lunchtimes with an adult
- Parents will be invited in to school
- Go on behaviour chart
- Work in another classroom
- Be removed from class and work in isolation
- Report to the Principal or Vice Principal
- Be withdrawn from participation in school visit, clubs and events not essential to the curriculum.
- Fixed term exclusion
- Permanent exclusion

### **Anti-bullying advice for Parents / Carers**

We expect our pupils to act safely and to feel safe in school and we work hard to make sure that they understand the issues relating to bullying and feel confident to seek support from school should they feel unsafe. We also want our parents and carers to feel confident that their children are safe and cared for in school and to know that incidents, should they arise, are dealt with promptly and well. Below are some strategies to support parents in the prevention of bullying:

- A great deal of bullying is CYBER-BULLYING. Please regularly monitor your child's use of texting, Instagram, TikTok, Facebook, Twitter and other social media sites. Access to these is out of the schools control when your child is not in school
- TALK to your child on a regular basis, so any problem is easier to share
- LISTEN to what they say
- ENCOURAGE your child to feel good about themselves, realising that we are all different and equally important

### **If you believe your child is being bullying:**

- Calmly talk to your child about their experiences
- Talk to your child's class teacher and report the incident. DON'T STAY SILENT.
- Consider if what your child is describing is bullying (STOP- Several Times On Purpose) whilst supporting your child, be objective.
- Make a note of what your child says— including how often the bullying has occurred, where it happened, who is involved. Keep a record of any future incidents.
- Keep evidence such as texts, emails, social media posts. Print-outs are especially helpful.
- Reassure your child that you will be working with the staff at the school to ensure that the bullying stops without making the situation worse for them

- It is important that you advise your child not to fight back. It can make matters worse!
- Reassure them there is nothing wrong with them. It is not their fault that they are being bullied.
- Make sure your child is not afraid to ask for help or tell a teacher.
- If your child is a victim assure them that it is not their fault and that you are going to do something to help
- Be realistic in your expectations, sometimes on-going problems can take time to resolve
- Work with the school. Without a good working relationship between parents and the school the situation could deteriorate, which won't help you or them
- ALWAYS remember that children can't solve bullying on their own. They NEED the support of parents/carers and our school

### **Race Equality/Inclusion Statement**

The policies, system and practices at Middlethorpe Primary Academy set out to promote community cohesion and to provide a high quality educational experience for all children. At Middlethorpe Primary Academy we do not tolerate any form of racism, bullying or harassment. Staff aim to maximise the potential of all our pupils through:

- Setting suitable learning challenges.
- Responding to children's diverse needs.
- Overcoming potential barriers to learning.

We recognise that it is the responsibility of the entire school community to seek to provide equality of opportunity for all our children regardless of culture, language, religion, ethnicity, ability, disability, gender, sexuality or social circumstance.

### **Monitoring and evaluation of the policy**

To ensure this policy is effective, it will be regularly monitored and evaluated. We aim to monitor the policy through incidents recorded on CPOMs, the annual questionnaire and work done during Anti-Bullying week. Following an annual review any amendments will be made to the policy and everyone informed.

### **Sources of further information, support and help**

There is a vast amount of information and guidance available about bullying that can provide a wide range of support and help. The following list is just a small selection of the support available that teachers, parents and children have found useful.

<b>Name of organisation</b>	<b>Telephone number</b>	<b>Website</b>
Act Against Bullying	0845 230 2560	<a href="http://www.actagainstbullying.com">www.actagainstbullying.com</a>
Advisory Centre for Education (ACE)	0207 704 3370	<a href="http://www.ace-ed.org.uk">www.ace-ed.org.uk</a>
Anti-bully	not available	<a href="http://www.antibully.org.uk">www.antibully.org.uk</a>
Anti-Bullying Alliance (ABA)	0207 843 1901	<a href="http://www.anti-bullyingalliance.org.uk">www.anti-bullyingalliance.org.uk</a>
Anti-bullying Network	0131 651 6103	<a href="http://www.antibullying.net">www.antibullying.net</a>
Beatbullying	0845 338 5060	<a href="http://www.beatbullying.org.uk">www.beatbullying.org.uk</a>
Bully Free Zone	01204 454 958	<a href="http://www.bullyfreezone.co.uk">www.bullyfreezone.co.uk</a>
Bullying Online	020 7378 1446	<a href="http://www.bullying.co.uk">www.bullying.co.uk</a>
BBC	not available	<a href="http://www.bbc.co.uk">www.bbc.co.uk</a>
Childline	0800 1111 (helpline for children)	<a href="http://www.childline.org.uk">www.childline.org.uk</a>
Kidscape	020 7730 3300 (general enquiry number)	<a href="http://www.kidscape.org.uk">www.kidscape.org.uk</a>
	08451 205 204 (helpline for adults only)	<a href="http://www.beyondbullying.com">www.beyondbullying.com</a>
NSPCC	0207 825 2500	<a href="http://www.nspcc.org.uk">www.nspcc.org.uk</a>
Parentline Plus	0808 800 2222	<a href="http://www.parentlineplus.org.uk">www.parentlineplus.org.uk</a>
The Children's Legal Centre	0800 783 2187	<a href="http://www.childrenslegalcentre.com">www.childrenslegalcentre.com</a>
The Office of the Children's Commissioner	0844 800 9113	<a href="http://www.childrenscommissioner.org.uk">www.childrenscommissioner.org.uk</a>
UK Government Website	not available	<a href="http://www.direct.gov.uk">www.direct.gov.uk</a>