

Meppershall Church of England Academy

ANTI-BULLYING POLICY

Date adopted by Governors/ Academy	March 2022
Date to be reviewed	March 2024
Policy Status	Non-Statutory
Responsible member	Margaret Newman
Governor	TBC

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At Meppershall CE Academy we uphold and nurture our Christian ethos by encouraging the values of friendship, thankfulness, forgiveness and trust.

We will develop children's self esteem and sense of worth by creating an environment in which they feel positive about themselves.
We will create a safe, healthy and happy school community in which children and adults are cherished and valued.

This policy is based on DfE guidance "Preventing and Tackling Bullying. Advice for headteachers, staff and governing bodies" and supporting documents "Supporting children and young people who are bullied: advice for schools", "Cyberbullying: advice for headteachers and school staff", "Advice for parents and carers on cyberbullying" November 2014 . It also takes into account the DfE statutory guidance, "Keeping Children Safe in Education" 2016.

<https://www.gov.uk/government/publications/preventing-and-tackling-bullying>
<https://www.gov.uk/government/publications/keeping-children-safe-in-education--2>

1) Policy objectives:

This policy outlines what Meppershall CE Academy will do to prevent and tackle all forms of bullying.

The policy has been drawn up for the whole school community and we are committed to developing an anti-bullying culture where no bullying of adults, children or young people will be tolerated.

2) The school:

- Discusses, monitors and reviews our anti-bullying policy and practice on a regular basis.
- Supports all members of staff to promote positive relationships to prevent bullying.
- Will intervene by identifying and tackling bullying behaviour appropriately and promptly.
- Ensures that pupils are aware that all bullying concerns will be dealt with sensitively and effectively; that pupils feel safe to learn; and that pupils abide by the anti-bullying policy.
- Requires all members of the community to work with the school to uphold the anti-bullying policy.
- Reports back to parents/carers regarding concerns on bullying and deals promptly with complaints.
- Seeks to learn from good anti-bullying practice elsewhere
- Utilises support from the Local Authority and other relevant organisations when appropriate.

3) Definition of bullying

- Bullying is “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”, November 2014)
- Bullying can include: name calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours.
- This includes the same inappropriate and harmful behaviours expressed via digital devices (cyberbullying) such as the sending of inappropriate messages by phone, text, Instant Messenger, through websites, social media sites and apps, and sending offensive or degrading imagery by mobile phone or via the internet.

4) Forms of bullying covered by this Policy

- Bullying can happen to anyone. This policy covers all types of bullying including:
- Bullying related to race, religion or culture.
- Bullying related to SEND (Special Educational Needs or Disability).
- Bullying related to appearance or physical/mental health conditions.
- Bullying related to sexual orientation (homophobic bullying).
- Bullying of young carers, children in care or otherwise related to home circumstances.
- Sexist, sexual and transphobic bullying.
- Bullying via technology, known as online or cyberbullying.

5) Preventing, identifying and responding to bullying

The school community will:

- Create and support an inclusive environment which promotes a culture of mutual respect, consideration and care for others which will be upheld by all.
- Work with staff and outside agencies to identify all forms of prejudice-driven bullying.
- Actively provide systematic opportunities to develop pupils’ social and emotional skills, including their resilience.
- Recognise that bullying can be perpetrated or experienced by any member of the community, including adults and children (peer on peer abuse).
- Provide a range of approaches for pupils, staff and parents/carers to access support and report concerns.
- Challenge practice which does not uphold the values of tolerance, non-discrimination and respect towards others.
- Consider all opportunities for addressing bullying in all forms throughout the curriculum and supported with a range of approaches such as through displays, assemblies, peer support and the school/student council.
- Regularly update and evaluate our approaches to take into account the developments of technology and provide up-to-date advice and education to all members of the community regarding positive online behaviour.
- Train all staff including teaching staff, support staff (including administration staff, lunchtime support staff and site support staff) to identify all forms of bullying, follow

the school policy and procedures (including recording and reporting incidents).

- Proactively gather and record concerns and intelligence about bullying incidents and issues so as to effectively develop strategies to prevent bullying from occurring.
- Take appropriate, proportionate and reasonable action, in line with existing school policies, for any bullying brought to the schools attention which involves or affects pupils even when they are not on school premises, for example when on a school trip or online etc.
- Actively create “safe spaces” for vulnerable children and young people.
- Use a variety of techniques to resolve the issues between those who bully and those who have been bullied.
- Work with other agencies and the wider school community to prevent and tackle concerns.
- Celebrate success and achievements to promote and build a positive school ethos.
- Be encouraged to use technology, especially mobile phones and social media positively and responsibly.

Code of Conduct

Our School Code of Conduct is regularly promoted in assemblies and displayed throughout the school. Through pupils following these rules, and staff reinforcing them, bullying should be significantly reduced.

Our Code of Conduct is as follows:

- Be kind, helpful and polite to others
- Be respectful of others; their opinions, feelings and property
- Respect everyone’s right to speak and to be heard
- Work quietly to avoid disturbing others
- Care for the school environment and those in it by being tidy, clean and organised
- Use materials and equipment wisely and safely
- Move around the school and grounds safely and sensibly

Behaviour Policy

Our Behaviour Policy includes rewards and sanctions which are used consistently, alongside positive relationships, to prevent inappropriate behaviour, and promote positive behaviour.

6) Involvement of pupils

We will:

- Ensure that all pupils know how to express worries and anxieties about bullying.
- Offer support to pupils who have been bullied and to those who are bullying in order to address the problems they have.

7) Liaison with parents and carers

We will:

- Make sure that key information (including policies) about bullying is available to parents/carers on the school website.

- Ensure all parents/carers know about our complaints procedure and how to use it effectively to raise concerns in an appropriate manner (Complaints Policy is available on the school website).
- Ensure that parents work with the school to role model positive behaviour for pupils, both on and offline.

8) Links with other school policies and practices

This Policy links with a number of other school policies, practices and action plans including:

- Behaviour policy
- Complaints procedure
- Safeguarding and Child Protection policies
- Online Safety and Acceptable Use Policies (AUPs)
- Data Protection

9) Links to legislation

There are a number of pieces of legislation which set out measures and actions for schools in response to bullying as well as criminal and civil law. These may include (but are not limited to):

- The Education and Inspection Act 2006, 2011
- The Equality Act 2010
- The Children Act 1989
- Protection from Harassment Act 1997
- The Malicious Communications Act 1988
- Public Order Act 1986
- The Computer Misuse Act 1990

10) Responsibilities

It is the responsibility of:

- The Head of School to communicate the policy to the school community and to ensure that disciplinary measures are applied fairly, consistently and reasonably.
- School Governors to take a lead role in monitoring and reviewing this policy.
- All staff to be aware of this policy and implement it accordingly and to support and uphold the policy.
- Parents/carers to support their children and work in partnership with the school.
- Pupils to abide by the policy.
- The Head of School will report on a regular basis to the governing body on incidents of bullying and outcomes.
- The school will ensure that they regularly monitor and evaluate mechanisms to ensure that the policy is being consistently applied.
- Any issues identified will be incorporated into the school's action planning.

The named Governor with lead responsibility for this policy is: TBC

The named member of staff with lead responsibility for this policy is: Margaret Newman (Head of School)

Preventative Strategies:

i. High levels of Supervision i.e.

- a) Playground - two adults on the playground
- b) Full time Teaching Assistant in Foundation Stage plus extra support where necessary
- c) Ensuring adequate adult/child ratio when going on school trip/walk etc

ii. Positive reinforcement kind/helpful behaviour e.g. if one child assists another who has fallen over in the playground. Reinforce caring for each other through Bible/related stories in Collective Worship, the school's values of Friendship, Thankfulness, Forgiveness and Trust and other appropriate curriculum areas.

iii. Remind children to say 'Stop, don't do that' using a hand signal if another child does something to them that they don't like in the classroom / playground /toilet. If they persist tell Midday Supervisor/Teaching Assistant/Teacher straight away.

iv. Carpet Discussion Time - when incident brought to teacher's attention e.g. pushing/fighting, sit down and discuss in a class discussion on how they feel about the incident. Would they like it to happen to them? How does it make them feel? What should they do? This may also be discussed in PSHCE sessions.

v. Keep record of incidents – Complete a behaviour log and report to the Class Teacher. Behaviour logs are recorded on CPOMS and if a pattern of behaviour is emerging or serious incident occurs contact parents to discuss ways of resolving the situation.

vi. Playground Equipment and adults support - markings/games on the playground, picnic tables and lunchtime equipment (playground store-room) all help to keep children positively focused on desired behaviour as well as adult support for play.

vii. Teach children how to recognise when others do not like what is happening to them – sad face, crying.

viii. Encourage children to use the playground buddies or 'friendship bench' if they need a friend on the playground