



ANTI-BULLYING POLICY

Date: June 2019

Bourton Meadow Academy

Rationale

'Children have the right to be taught in a safe, caring atmosphere. Teachers and parents must ensure that this happens' (Elton Report)

Bullying is repeated harassment or aggressive acts which cause hurt to another. The hurt can be either physical or psychological. It can be inflicted by one child or a group of children. Bullying makes a child feel unsafe because he or she has no choice, no control and there is no time limit to it.

Children at Bourton Meadow have the right to feel safe all the time.

We will not tolerate bullying.

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 learning difficulties or disability.

Bullying related to appearance or health conditions.

Bullying related to sexual orientation (homophobic bullying).

Bullying of young carers or looked after children or otherwise related to home circumstances.

Sexist, sexual and transphobic bullying.

Cyber bullying.

Guidelines

The following is Bourton Meadow's approach to dealing with bullying incidents and the procedures to deal with such incidents.

Prevention

- Through our Personal, Social, Health and Education and Citizenship lessons, R.E. lessons, Circle Time and school's assembly themes (see Social and Emotional Aspects of Learning programme) we aim to develop skills for the child to maintain their personal safety and build positive relationships with others as well as raising self-esteem.
- The National Anti-Bullying week is a focus for assembly, with follow-up in each year group.

- Through the core value of our aim our children should 'Become considerate, respectful and aware members of society'.
- Through our behaviour policy which states that all children should feel safe and happy.

Coping Strategies

Coping with bullying is addressed in our PHSCE lessons and assemblies. Children are given strategies to deal with bullying and are strongly encouraged to talk with an adult about any incidents where they feel threatened verbally or physically.

Procedures

All staff, including teaching assistants and mid-day supervisors should be vigilant in preventing bullying. All reported incidents are taken seriously and the following approaches may be used:

- Interview perpetrator and make clear the seriousness of their actions.
- Interview victim and suggest they keep a written log of incidents.
- All incidents to be reported to the Headteacher
- School's Behaviour Policy procedures and sanctions to be implemented
- Class teacher to monitor the situation
- If bullying persists or the same child is responsible for a number of incidents involving different children, then the following actions may be taken:
 - Headteacher interviews perpetrator and contacts his/her parents.
 - Headteacher/SENCO implements behaviour targets.
 - Internal suspension.
 - Outside agencies, SENCO, Headteacher, class teacher/phase leader, parents and child are involved in developing pastoral support.
 - Fixed term Exclusion is operated.
 - Permanent Exclusion.

If an incident of bullying is severe an Internal Suspension can be immediately enforced in relation to the perpetrator.

Depending on the severity of the incident the perpetrator a Pastoral Support Programme may be implemented, regardless of previous history of incidents or procedures followed.

Named Person

The Headteacher will be informed and keep a record of all bullying incidents.

Recording Incidents

All incidents of bullying are to be recorded in a book, which is kept in the Headteacher Office, cross referenced to perpetrator/s and victim.

Equal Opportunities

All our children must have equal access to a safe environment. They should not be disadvantaged in any way because of their age, attainment, gender, religious/ethnic background, physical capability or competence of English as a second language.

Staff Training and Support

It is important that all staff have knowledge of the procedures and strategies involved in dealing with bullying. Training and support is provided when necessary.

Parental Involvement

We understand that providing an atmosphere that discourages bullying is a partnership between parents and the school. Parents will be informed of behaviour incidents which involve bullying.

Support from External Agencies

NSPCC Counselling Service

Healthy Schools

School Nurse

Education Welfare Service to support schools, pupils and families to address bullying

Police Schools Liaison

Anti-Bullying Helpline - 01908 686468

Childline - 0800 1111 (www.childline.org.uk)

Kidscape – 08451 205 204 (www.kidscape.org.uk)

Anti Bullying Alliance – www.anti-bullyingalliance.org