



Proud to be a Bright Futures EDUCATIONAL TRUST school

Marion Primary Academy and Nursery



Working Together To Be The Best We Can Be

Anti-Bullying Policy

Approved by the Governing Body 19th May 2014
Reviewed by the Governing Body 20th June 2016

MARTON PRIMARY ACADEMY AND NURSERY ANTI-BULLYING POLICY

'Working Together To Be The Best We Can Be'

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INTRODUCTION

At Marton we aim to provide a safe and welcoming environment where all children feel nurtured, valued and happy.

At Marton Primary Academy and Nursery we strongly believe that all children have the right to learn in a supportive, caring and safe environment without the fear of being bullied. We regard all bullying in any form, by anyone as unacceptable and we will not tolerate bullying behaviour in our school. We will not accept any form of behaviour which hurts, threatens or frightens any member of our school community.

Incidences of bullying affect everyone from the bully to the witnesses who are in the vicinity of a victim. If left unchecked, bullying can have detrimental effects on our pupils' mental and emotional well-being which in turn affects their learning. The aim of this policy is to reduce bullying within our school by incorporating clear mechanisms to deal with any type of bullying that is reported.

This policy adheres to the following guidance:

- Preventing and Tackling Bullying (DfE 00292/2013)
- Supporting Children and Young People Who Are Being Bullied (DfE 00094/2014)
- Cyber Bullying – Advice for Headteachers and School Staff (DfE 00652/2014)

LINKS TO OTHER POLICIES

This policy should be read in conjunction with the following school policies:

- Safeguarding Policy
- Equalities Policy
- PSHE Policy
- Sex and Relationships Policy

Also with, Bright Futures Educational Trust's Anti Bullying Policy Statement April 2016

AIMS

- To offer an environment free from verbal and physical abuse and to provide an education free from humiliation and oppression where everyone has the chance to partake in the social and educational opportunities offered by the school.
- To achieve a situation in which all involved parties understand and subscribe to the fact that bullying is unacceptable behaviour.

Approved by the Full Governing Body 20th June 2016

- To reduce and seek to eliminate bullying in all of its forms, throughout the school.
- To report and record all instances of bullying consistently and in a constructive manner.

OBJECTIVES

- To take action to deal with bullying incidents when they occur.
- To regularly monitor the level of bullying within the school.
- To undertake curriculum activities with pupils to raise awareness of the unacceptability of bullying.
- To enable children to have the confidence to report bullying when it occurs.
- To inform parents of the school's approach to bullying prevention through access to this policy.

WHAT IS BULLYING?

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally.

Bullying involves an imbalance of power between the perpetrator and the victim which makes it difficult for those being bullied to defend themselves.

DfE: Preventing and Tackling Bullying October 2014

Bullying can be:

- Emotional: being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical: pushing, hitting, kicking, punching or any other use of violence
- Racist: racial taunts, graffiti gesturing
- Sexual: unwanted physical contact or sexually abusive comments
- Homophobic: because of, or focusing on the issue of sexuality
- Verbal: name-calling, sarcasm, spreading rumours, teasing
- Cyber: all areas of internet, such as email & internet chat room misuse
mobile threats by text messaging & calls misuse of associated technology, i.e. camera & video facilities

Bullying is not:

- Children falling out with each other
- One off events
- Children choosing to change friendship groups
- Children choosing who they play with and who not to play with

SIGNS OF BULLYING

Children who are being bullied may display some of the symptoms described below.

- Bed wetting
- Tearful
- Fretful
- Cries easily
- Aggressive

- Becomes secretive
- Stops eating
- Sleeping patterns disrupted
- Sudden disinterested in school work
- Reluctance to come to school
- Bruises or marks

ACTION AGAINST BULLYING

Every adult at Marton Primary Academy is responsible for the welfare of the pupils.

All adults at Marton will:

- Take bullying seriously and investigate the facts of any incident.
- Support children who are being bullied.
- Encourage bullies to change their behaviour through guidance and support.
- Encourage children to “tell”.
- Break up groups of bullies.
- Use positive peer pressure to encourage good, non-bullying behaviour.
- Meet with bullies and victims individually.
- Encourage co-operative working/play.
- Record and investigate all reported incidents and take action in liaison with the Vice Principal.
- Inform the Academy's Safeguarding Designated Officer (Vice Principal) of any severe cases of bullying.

We encourage each child to:

- Tell yourself - “I don't deserve to be bullied”.
Try to show that you are not upset.
- Try being assertive - shout “go away” loudly, or walk quickly and confidently away.
- Get your friends to support you positively.
- Show that you and your friends disapprove.
- Talk to an adult.
- Show understanding and support to children who may be bullied. Be careful about teasing or personal remarks.
- Don't stand by and watch - tell an adult straight away.
- Remember, we are all individuals and different and we should be allowed to be proud of it.

Parents can help by:

- Listening to your child.
- Trying not to overreact.
- Showing sympathy but try not to dwell on the situation.
- Telling your child that bullying exists and it's not their fault.
- Checking all the facts – is it bullying or friendship problems, which may resolve naturally?
- Talking about possible strategies for your child to use – try the websites listed at the end of the policy.
- Encouraging your child to tell a teacher.
- If the situation is serious, contact the class teacher yourself.
- Not taking the matters into your own hands.
- Setting a good example.
- Not encouraging children to take matters into their own hands.

POSITIVE ACTION TO PREVENT BULLYING

In order to achieve the aims and objectives as set out in this policy, the Academy will undertake the following actions:

- Provide good staff role models who show care, politeness, respect and honesty towards others.
- Model and actively teach appropriate responses to a wide range of scenarios.
- Implement Anti-Bullying lesson plans through PHSE lessons, Philosophy for Children Sessions and during Anti-Bullying Week.
- Make use of assemblies and curriculum opportunities to raise pupil awareness.
- Keep e-safety high profile within the curriculum.
- Supervised internet access and blocking of chat sites in school.
- Implement a whole school reward system for good behaviour. (*DOOBEEES*)
- Respond and take appropriate action when bullying has been deemed to have taken place in accordance with the policy.
- Promote self-esteem, security, identity and a sense of belonging.

INTERVENTION STRATEGIES

In addition to preventative measures, there are a number of interventions in place to support pupils who are initiating bullying or who are being bullied. These include:

- Co-operative group work.
- Nurture sessions.
- P4C sessions.
- Mentoring.
- Home visits by Pupil Welfare Officer (when bullying affects attendance.)

PROCEDURES FOR DEALING WITH BULLYING

- Provide support for the child/children being bullied.
- Talk with the bullies and the bullied individually in confidence.
- Use restorative justice consistently to discuss the behaviour together.
- Inform parents of victim and perpetrator.
- Record all incidents and store in central file in the Principal's office
- Monitor the situation until the problem is resolved.

SANCTIONS AVAILABLE

- Withdrawal from playtime (which may involve writing a letter of apology).
- Withdrawal from representing the school.
- Withdrawal from favoured activities.
- Withdrawal of privileges.
- Exclusion from peers.
- Referral to senior staff.
- Exclusion from school.

COMPLAINTS PROCEDURE

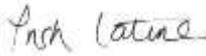
Where a complaint is received with regard to bullying, the Academy will:

- Invite parents to discuss the matter with member of the Senior Leadership Team.
- Keep a written record of the discussion and nature of complaint.
- Share the record of actions already taken with parents and undertake further investigation if necessary.
- Agree and record further action to be taken with parents.

REVIEW

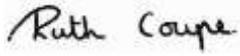
This policy will be reviewed Summer Term 2018.

Signature of the Chair of Governors:
Mrs Trish Latimer



Date: 20/06/16

Signature of the Principal:
Mrs Ruth Coupe



Date: 20/06/16

Help Organisations

Advisory Centre for Education (ACE)
KIDSCAPE Parents Helpline
Parentline Plus

0300 115 142
020 7730 3300
0808 800 2222

For further support, links and advice visit:

Kidscape website: www.kidscape.org.uk

Anti-Bullying Alliance website: www.anti-bullyingalliance.org.uk

Bullying Incident Report Form

	Victim	Perpetrator
Name		
Year Group		
Gender		
Ethnicity		
Parents Informed		

Date of Incident	Time of Incident	Location of Incident
Details of Incident		

Bullying (Give reasons)	Yes	No
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Type of Bullying							
Emotional	Physical	Verbal	Racist	Sexual	Homophobic	Cyber	Not Applicable

Action Taken:

Follow Up:

Signed: _____ Position: _____ Date: _____