

Bourton Meadow Academy



ANTI-BULLYING POLICY

Date: September 2021

Review: September 2022

Bourton Meadow Academy

Anti-Bullying Policy 2021

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 Academy have the right to feel safe all the time. We will not tolerate bullying.

Cyber-Bullying

The rapid development of, and widespread access to, technology has provided a new medium for ‘virtual bullying’, which can occur in and outside school. Cyber-bullying is a different form of bullying which can happen beyond the school day into home and private space, with a potentially bigger audience, and more accessories as people forward on content.

Prejudice-Based and Discriminatory Bullying

Prejudice-based bullying is any type of direct physical or verbal bullying, indirect bullying or cyberbullying based on protected characteristics such as:

- age
- disability
- gender reassignment
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

Guidelines

At Bourton Meadow Academy we create a school culture that reflects safety and inclusivity and celebrates difference. The language of diversity is planned into the curriculum but also used throughout the day by all staff. Other, specific opportunities are specified below:

- Promoting the school values across school which include Compassion, Respect and Integrity
- Through our Personal, Social, Health and Education and Relationships lessons, R.E. lessons, circle time and school’s assembly themes, we aim to develop skills for the child to maintain their personal safety, build positive relationships with others, raise self-esteem and encourage positive language celebrating diversity.

- Through our behaviour policy which states that all children should feel safe and
- happy.
- Assemblies focussing on e-safety and the implications of misuse

Procedures

All staff, including teaching assistants and lunchtime supervisors should be vigilant in preventing bullying. All reported incidents are taken seriously and the school's behaviour policy is followed.

- All cases of alleged bullying should be reported to the Headteacher/Deputy Headteacher or senior member of staff.
- In any case of alleged bullying, a senior member of staff should first establish the facts, and build an accurate picture of events over time, through speaking to the alleged perpetrator(s), victim(s) and adult witnesses, as well as parents and pupil witnesses if necessary and appropriate.
- If the allegation of bullying is upheld, the senior leader should seek to use a restorative approach with the perpetrator(s) and victim(s) together if appropriate. The perpetrator(s) should fully understand the consequences of their actions on the victim(s). Both parties should be clear that a repeat of these behaviours will not be acceptable.
- All bullying incidents must be recorded.
- Parents of both parties should be informed.
- A member of SLT or an adult of the child's choosing will meet regularly with the child(ren) to ensure they feel safe and the necessary support has been put into place.
- The senior leader should meet with the parent(s) of the bullying child(ren) and agree clear expectations and boundaries which would be shared with the pupils involved.
- Any further incidents should lead to intervention (e.g. through outside agencies), further monitoring, support and other sanctions/consequences used as deemed necessary. Any necessary action should be taken until the bullying has stopped.

Named Person

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

Recording Incidents

All incidents of bullying are recorded on CPOMS and 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 an additional 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

National Online Safety - <https://nationalonlinesafety.com>

E-Safety Coordinator – Nick Perry

PSHE/SMSC Coordinator – Georgia Wharton

SENCO – Amber Winyard

Designated Teacher for LAC – Charlotte Smith