



ST. MARY'S  
ACADEMY TRUST



# **Anti Bullying Policy**

## **THE MILL ACADEMY**

**September 2015**

As part of Safeguarding read in conjunction with all policies that promote the welfare of children.

# The Mill Academy

## **Aims and values**

Our school aims to provide a happy and secure environment, within a Christian ethos, for all those who work in, or visit it based on three main rights:

- The right to learn
- The right to be safe
- The right to be respected

We believe that we should provide:

- enjoyable and exciting learning and teaching
- high expectations and always try our best
- Inclusion which is at the heart of our philosophy
- a safe, secure and positive environment where everyone is valued
- Celebration of all achievements
- Lifelong learning
- Child centred, real life context learning experiences
- The development of our children as independent, positive and responsible citizens
- Parents, school and community working together with mutual respect

Adhere to our code of conduct and code for learning.

A well managed, orderly environment in school will encourage children to react in a positive, caring way.

All bullying is therefore unacceptable. We also recognise the effects that bullying has on learner's feelings of worth and on their school work and so the school community will actively promote an anti-bullying environment. We aim to reduce the number of bullying incidents by creating a safe, caring environment where learners are not afraid to talk about, and discuss bullying and where they know they will be listened to sympathetically and positive action taken.

**Secrecy and silence nurture bullying**, learners need to be encouraged to **TELL, TELL, TELL.**

## **Definition**

**Our definition of bullying is as follows:**

Bullying is unfair and one-sided. It is the behaviour by a person or a group, usually repeated over time and happens when someone keeps hurting, frightening, threatening, or leaving someone out on purpose. It results in pain and distress to the victim.

**It is different from normal rough and tumble play and other unacceptable forms of aggression in that it is often pre-meditated and is not usually an isolated incident.**

Bullying is therefore:

- Deliberately hurtful
- Repeated, often over a period of time
- Difficult for victims to defend themselves against

It can take many forms but the main types are:

- Physical- hitting, kicking, taking another's belongings or any use of violence
- Verbal- name calling, insulting, making offensive remarks, teasing someone in a hurtful way, homophobic language
- Indirect- spreading nasty stories about someone, exclusion from social groups, being made the subject of malicious rumours, ganging up on someone.
- Racist- racial taunts, graffiti, gestures
- Sexual – unwanted physical contact or sexually abusive comments
- Homophobic-because of, or focussing on the issue of sexuality
- Cyber- all areas of internet, such as e-mail and internet chat room misuse, mobile threats by text messaging and calls

## **Tell Tale Signs**

Learners who are being bullied may:

- Be frightened of walking to school alone
- Be unwilling to go to school or feel ill every morning
- Begin doing poorly at school
- Have clothing or possessions destroyed quite often
- Have possessions go missing
- Cry when left alone
- Have unexplained cuts or bruises
- Ask for money or begin stealing (to give to the bully)
- Become withdrawn and start stammering
- Become depressed and anxious, may stop eating
- Have nightmares
- Begin to bully other children or siblings
- Give improbable excuses for any of the above
- Is nervous and jumpy when a cyber message is received

## **Creating an anti-bullying climate in school**

Our school's behaviour policy explains how we promote positive behaviour in school to create an environment where children behave well; where children take responsibility for each other's emotional and social well-being and include and support each other.

We will promote appropriate behaviour through direct teaching and by creating an emotionally and socially safe environment where these skills are learned and practiced. Our aim is to create a climate where bullying is not accepted by anyone within the school community.

Our curriculum will be used to:

- Raise awareness about bullying and our anti-bullying policy
- Increase understanding for victims and help build an anti-bullying ethos and
- To teach children how to constructively manage their relationships with others.

Class work, circle time, role play and stories will be used to show what learners can do to prevent bullying and to create an anti-bullying climate in school.

We will also use the Anti –bullying week as a focus of our work to raise awareness of the issues and continue this work throughout the year.

Bullying in any form will not be tolerated and we make this clear in the information we give to children and their parents when they join our school.

We will use school assemblies and collective worship to reinforce our message that bullying will not be tolerated.

Displays will inform learners about Childline and other sources of confidential help.

We will ask children where and when bullying occurs in the centre and we try to eliminate any unsafe areas which they report to us.

We will provide regular training for teachers and support staff (including midday supervisors) on spotting the signs of bullying and how to respond.

## **Strategies for dealing with bullying**

### **Responding to incidents when they occur**

The Learning Mentor **Miss Lee Priestley** has responsibility for keeping a record of any bullying incidents in school. The following procedure will take place each time an incident of bullying is reported:

1. Incident of bullying reported to staff
2. Incident recorded on pro-forma available in each classroom. Forms are then passed to Miss Priestley
3. Miss Priestley will talk to those involved and record the outcomes. The bullying behaviour or threats of bullying must be investigated and the behaviour **stopped** quickly
4. Headteacher informed of incident. Governors may also be informed if appropriate
5. Incident logged on LEA online reporting system and / or SIMS
6. In serious or repeated cases, parents / carers will be informed and asked to meet with school to discuss the issue
7. If necessary and appropriate, the Police may also be consulted as bullying is a hate crime
8. Attempts will be made to help the bully(ies) change their behaviour

### **Support provided to children who are being bullied**

We will:

- Assure the child that the bullying is not their fault
- Assure them it was right to report the incident
- Encourage them to talk about how they feel
- Try to ascertain the extent of the problem
- Engage them in making choices about how the matter may be resolved
- Try to ensure that they feel safe
- Discuss strategies for being safe and staying safe
- Ask them to report immediately any further incidents to us
- Affirm that bullying can be stopped and that we will persist with intervention until it does

We will keep records of incidents that we become aware of and how we responded to them. We will follow up after incidents to check that the bullying has not started again. We will do this within two weeks and again within the following half term.

## **Outcomes**

Following an appropriate investigation into an incident of bullying, the following outcomes may take place:

1. The bully(ies) may be asked to genuinely apologise
2. Other consequences, such as detention, may also be deemed appropriate
3. If possible, the pupils involved will be reconciled
4. Incidents will be monitored to ensure that the bullying does not reoccur
5. In serious or repeated cases, internal seclusion or fixed term exclusion may also be considered

## **When tougher measures are needed**

If necessary we will invoke the full range of sanctions that are detailed in our behaviour policy. These include;

- Removal from the group
- Withdrawal of break and lunchtime privileges
- Fixed term and permanent exclusions

## **Our responsibilities**

Everyone within school is expected to:

- Act in a respectful and supportive way towards one another
- Adhere to and promote the objectives of this policy

Staff are expected to:

- Closely supervise children in all areas of the school and playground
- Watch for signs of bullying and stop it when it happens
- Take seriously parents' concerns about bullying
- Look into all reported bullying incidents
- Follow the guidelines in this policy when bullying occurs

Children are expected to:

- Treat each other respectfully
- Refuse to bully others
- Refuse to let others be bullied
- Refuse to watch, laugh or join in when someone is being bullied
- Support each other and to seek help to ensure that everyone feels safe, and nobody feels excluded or afraid in our centre
- Try to include everyone in play, especially those who are being left out
- **Tell someone**
- Report all incidents of bullying

- Report suspected incidents that victims may be afraid to report

### **Parents can help by:**

- Supporting our anti-bullying policy and procedures
- Discussing with their child's teacher any concerns that their child may be experiencing bullying or involved in some other way
- Helping to establish an anti-bullying culture outside of school
- Maintaining confidentiality

### **Bullying outside the school grounds**

The school is not responsible for bullying that occurs off the premises but we recognise that bullying can occur outside the school gates and on journeys to and from the school. The bullying may be done by children from our school, by pupils from another school or people not at school at all. Where a child or parent tells us of bullying off the school premises, we will support them in the following ways:

- Talk to children about how to avoid or handle bullying outside of school
- Talk to the Headteacher of another school whose pupils are bullying
- Talk to the transport company about bullying on buses
- Talk to the police

### **Concerns, complaints and compliments**

We recognise that there may be times when parents feel that we have not dealt well with an incident of bullying and we would ask that this is brought to the attention of the Headteacher. If the Headteacher cannot resolve these concerns informally, parents can raise their concerns more formally through the school's Complaints Procedure which is obtainable at the school office.

We would also be pleased to receive compliments-feedback from parents when things have gone well!

### **Evaluating our policy**

We will evaluate our policy using the following measures:

- The numbers of incidents that are reported to staff over a given period
- Children's perceptions of bullying in school through structured discussions in class time
- We will investigate patterns of absence to ensure that children are not taking unnecessary days of school, due to a fear of being bullied
- The number of complaints and compliments that we receive from parents

This policy was adopted in September 2015 and will be formally reviewed by governors in September 2016.

## **HELP ORGANISATIONS / USEFUL NUMBERS**

Kidscape 020 7730 3300  
[www.kidscape.org.uk](http://www.kidscape.org.uk)  
email: [info@kidscape.org.uk](mailto:info@kidscape.org.uk)

Family Lives 0808 800 2222  
[www.familylives.org.uk](http://www.familylives.org.uk)

Youth Access 020 8772 9900 (9.30am-1pm; 2-5.30pm)  
[www.youthaccess.org.uk](http://www.youthaccess.org.uk)  
email: [admin@youthaccess.org.uk](mailto:admin@youthaccess.org.uk)

Childline 0800 1111  
[www.childline.org.uk](http://www.childline.org.uk)

Anti-Bulling Alliance  
[www.antibullyingalliance.org.uk](http://www.antibullyingalliance.org.uk)