



ST. MARY'S
ACADEMY TRUST



Anti Bullying Policy

THE MILL ACADEMY

September 2023

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 for all those who work in, attend or visit the school. It is 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

We believe that 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 a 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 will be encouraged to **Speak Out**

Our definition of bullying is as follows:

Behaviour that is:

- repeated
- intended to hurt someone either physically or emotionally
- often aimed at certain groups, for example because of race, religion, gender or sexual orientation

It takes many forms and can include:

- physical assault
- teasing
- making threats
- name calling

- cyberbullying - bullying via mobile phone or online (for example email, social networks and instant messenger)

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.

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 or racist 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, comments
- Sexual – unwanted physical contact or sexually abusive comments
- Homophobic-because of, or focussing on the issue of sexuality (real or perceived)
- 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.
- Encourage children to have a voice and share their concerns.

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. Collective Worship and national campaigns will also be used as a vehicle to foster positive relationships as well as the school robust RHSE curriculum.

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.

Displays will inform learners about anti bullying and will be evident around the school We will ask children where and when bullying occurs in the school 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

All staff have the 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. All incidents of bullying, including racist incidents, are recorded on CPOMS
2. The class teacher, or other identified member of staff, will talk to all involved and record the conversation and outcomes on CPOMS. The bullying behaviour will be investigated, and **the bullying behaviour will be expected to stop immediately**
3. The Headteacher will be informed of the incident.
4. Governors are also informed, as shared in the termly governor's report
5. In serious or repeated cases, parents/carers will be informed and asked to meet with school to discuss the issue (please refer to Behaviour Policy updated 2023)
6. In the case of a racist or homophobic bullying incident, parents/carers are always informed
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 a member of staff
- Affirm that bullying can be stopped and that we will persist with intervention until it does

We will follow up after incidents to check that the bullying has not started again. Follow ups will be completed on a regular informal basis and recorded on CPOMS as an action

Outcomes

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

1. The bully(ies) will be asked to genuinely apologise
2. Other consequences, in line with the school behaviour policy, 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

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:

Tell someone

- 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 school
- Try to include everyone in play, especially those who are being left out
- 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

Whilst the school is not responsible for bullying that occurs off the premises, 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 or 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 June September 2023 and will be formally reviewed by governors in September 2024

HELP ORGANISATIONS / USEFUL NUMBERS

Kidscape 020 7823 5430
www.kidscape.org.uk
email: info@kidscape.org.uk

Family Lives 0808 800 2222
www.familylives.org.uk
email: askus@familylives.org.uk

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

Childline 0800 1111
www.childline.org.uk

Anti-Bullying Alliance
www.antibullyingalliance.org.uk
email: aba@ncb.org.uk