

Bourton Meadow Academy



ANTI-BULLYING POLICY

Date: September 2024

Review: September 2025

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 person, or group of people. The hurt can be either physical or psychological. It can be inflicted by one child or a group of children.

Bullying is therefore:

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

Bullying involves an imbalance of power and makes a child feel unsafe because he or she has no choice, no control and there is no time limit to it.

Bullying can include:

TYPE OF BULLYING	DEFINITION
Emotional	Being unfriendly, excluding, tormenting
Physical	Hitting, kicking, pushing, taking another’s belongings, any use of violence
Prejudice-based and discriminatory, including: • Age • Racial • Faith-based • Gendered (sexist) • Homophobic/biphobic • Transphobic • Disability-based	Can be physical or verbal e.g. taunts, gestures, graffiti or physical abuse focused on a particular characteristic (e.g., gender, race, sexuality)
Sexual	Explicit sexual remarks, display of sexual material, sexual gestures, unwanted physical attention, comments about sexual reputation or performance, or inappropriate touching
Direct or indirect verbal	Name-calling, sarcasm, spreading rumours, teasing
Cyber-bullying	Bullying that takes place online, such as through social networking sites, messaging apps or gaming sites. This can happen beyond the school day, into home and private space, with a potentially bigger audience, and more accessories as people forward content.

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

We will not tolerate bullying.

Guidelines

At Bourton Meadow Academy we work hard to create an inclusive environment – a safe place without prejudice – where children have the opportunity to thrive and fulfil their whole potential.

Our six core values, together with the Fundamental British Values, underpin all aspects of school life and support our children in having the confidence to develop and use their core beliefs and positive influences to make the right choices.

We respect the unique contribution which every individual can make to our school community and we believe, through our broad and balanced curriculum, that children leave our school as responsible, respectful and active citizens that embrace and champion equality for all.

In order to actively promote diversity and equality within our school setting, we:

- develop the content of our curriculum to create planned opportunities for children to learn about, promote and celebrate diversity so that they value contributions from all members of society
- Actively promote and celebrate diversity through the learning environment as well as the informal conversations that all staff have with children throughout the school day, beyond the taught curriculum
- develop an ethos that values and respects all people and ensures that everyone is treated fairly
- set clear rules for how we treat each other through our behaviour policy, and ensure that these are consistently modelled by the adults as well as the children, so that all pupils feel safe and happy within school
- foster good relations within our local community
- ensure that all toys, games and curriculum resources reflect the diversity of our pupils and are free from stereotypes and unconscious bias
- encourage children to engage with appropriate items in the news, fostering healthy, age-appropriate discussions around diversity, equality and inclusion
- create opportunities through the curriculum, as well as assemblies and circle time for children to develop an understanding of multicultural themes, preparing pupils for life in a diverse society
- challenge negative attitudes and reject and respond to all forms of disrespectful behaviour, prejudice and discrimination
- deliver diversity and equality through our school policies, practice and procedures and review these regularly
- equip pupils with the knowledge and skills required to maintain their personal safety, including e-safety and to build positive relationships with others
- set targets to enable us to continually evaluate and improve the impact of our work in this area

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 or another member of the Senior Leadership Team.
- 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 on CPOMs.

- 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, or another member of the Senior Leadership Team, 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. Regular safeguarding training ensures all members of staff understand their responsibility for ensuring the safety and wellbeing of pupils and are equipped with the knowledge and skills to identify possible signs of bullying.

Pupils

The school takes part in 'Anti-bullying week' to raise children's awareness of the issue and their understanding of what bullying is and the fact that it is not tolerated within our school. Regular discussions in class, during assemblies and/or with individual pupils highlight the importance of speaking out and seeking the support of a trusted adult. Posters are displayed around the school, reminding children of key members of staff they can go to if they are worried or feeling unsafe.

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.

Isolated incidents of discrimination and/or unkind behaviours will also be followed up promptly, with parental involvement, through our behaviour policy, to ensure children quickly recognise that these types of discriminatory views/behaviours are not right and are not tolerated at Bourton Meadow Academy.

Support from External Agencies

Where necessary, support may be sought from external agencies including:

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 – Alfie Bradbury

PSHE/SMSC Coordinator – Georgia Bird

SENDSCO – Amber Winyard

Designated Teacher for LAC – Sarah Harrison