



The Meadows

Primary School

'Learning by Caring and Sharing'

Anti-Bullying



We believe this policy relates to the following legislation:

- Children Act 1989
- School Standards and Framework Act 1998
- Education Act 2002
- Education and Inspections Act 2006
- Equality Act 2010
- Education Act 2011

The following documentation is also related to this policy:

- Bullying: Effective Action in Secondary Schools (Ofsted)
- Cyberbullying: Supporting School Staff (DCSF)
- No Place for Bullying (Ofsted 2012)
- Preventing and Tackling Bullying - Advice for School Leaders, Staff and Governing Bodies (DfE)
- Safe from Bullying: Guidance for Local Authorities and Other Strategic Leaders on Reducing Bullying in the Community (DCSF)

Statement of Intent

We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively.

We expect that *anyone* who knows that bullying is happening is expected to tell the staff.

We hold Anti-Bullying themed assemblies and the messages about Anti-Bullying form part of our school ethos and are talked about through class lessons and PHSE. We adopted the slogan 'See it, Get Help, Stop it'.

Equality Impact Assessment

Under the Equality Act 2010 we have a duty not to discriminate against people on the basis of their age, disability, gender, gender identity, pregnancy or maternity, race, religion or belief and sexual orientation.

This policy has been equality impact assessed and we believe that it is in line with the Equality Act 2010 as it is fair, it does not prioritise or disadvantage any pupil and it helps to promote equality at this school.

Aims and Objectives

- To protect pupils from bullying as part of our responsibility to provide a safe, secure, caring and friendly school environment for all children.
- To look out for all signs of bullying and to take the appropriate action to stop it.
- To develop a school environment that is both safe and secure for all pupils.

- To have in place established systems that will deal with incidents of bullying.
- To develop confident children who will notify staff of any incident of bullying.
- To inform everyone connected with the school of the school's anti-bullying policy.
- To work with other schools to share good practice in order to improve this policy.

What is Bullying?

Bullying is the repetitive, intentional hurting of one person or group by another person or group where the relationship involves an imbalance of power. It can happen face to face or online.

Bullying can be:

- An Imbalance of Power. Children who bully use their power—such as physical strength, access to embarrassing information, or popularity—to control or harm others. Power imbalances can change over time and in different situations, even if they involve the same people.
- Emotional - being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical - pushing, kicking, hitting, punching or any use of violence
- Racist- racial taunts, graffiti, gestures
- Sexual - unwanted physical contact or sexually abusive comments
- Homophobic - because of, or focusing on the issue of sexuality
- Verbal name -calling, sarcasm, spreading rumors, 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.

At The Meadows we use STOP IT to create a zero-tolerance culture towards bullying.

At The Meadows, when adopt a zero-tolerance attitude towards bullying. Incidents are exceptionally infrequent, but if they do occur, we treat it seriously and addressing it quickly. Part of having a zero-tolerance culture is also about educating our school community to what bullying is so that everyone has a clear understanding so that it can be quickly identified and addressed.

Bullying is not:

- A single incident
- Falling out between friends
- Not getting on
- Done unintentionally, without understanding

These are all things that can happen as children learn about how to develop positive relationships and develop personally.

We have developed the following acronym 'STOP IT' to support our school community, to develop understanding and to enable us to continue to be vigilant.

S- Several times (it happens on many occasions)
T -Targeted (it is focused on an individual for a specific reason)
O - On purpose (it is done with thought)
P – Power imbalance (it is where one person tries to show power and control over another)

I -Intent to harm (it is intentionally meant to harm someone's feelings or even harm them physically)
T Tell a trusted adult (be an upstander – tell an adult straight away)



Why is it important to respond to bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving. At The Meadows we have a responsibility to respond promptly and effectively to issues of bullying.

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber-message is received

These signs and behaviours could indicate other problems, but bullying should be investigated.

What do we do?

- We talk about bullying in Assemblies and meetings with the Behaviour Mentors
- We expect staff on break and lunchtime duty to record incidents on a daily basis
- We instigate through staff monitoring/observation of potential bullies highlighted by other pupils, parents or staff.

- We complete an annual survey for pupils and parents
- Promote social and emotional language through Zumos, PSHE and The Write Stuff.
- We promote Internet Safety through our use of the Internet Legends.

Procedures

1. We regularly update staff about children who are at risk from bullies or whoneed observing as a result of information for home, pupils or other staff.
2. We use Restorative Justice through the use of the reflection sheets and Behaviour Mentors.
3. Zumos is used to support children to deal with the consequences of their actions as well as to allow children a forum to reflect on their feelings. The Worry Box feature allows the children to send a message to their class teacher with things that concern them.
4. Children that are observed bullying have the incidents recorded by all staff.
5. In serious cases, or if the child concerned is not stopping their behaviour, parents will be informed, by letter or phone and will be asked to come into a meeting to discuss the problem.
6. If necessary and appropriate, police will be consulted.
7. The bullying behaviour or threats of bullying will be investigated and thebullying stopped quickly.
8. All attempts will be made to help the bully (bullies) change their behaviour

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**Pupil &
people
centred**

**Act with
integrity**

**Be
innovative**

**Be best
in class**

**Be
accountable**