



VISION, VALUES AND COMMUNICATION COMMITTEE

ANTI-BULLYING POLICY

Minchinhampton Academy

Reviewed by VV&C Committee	Spring 19
Agreed by Governing Body	/ /
Date of review	Annually, Autumn

Anti-bullying

Bullying is treated very seriously.

Bullying can range from name-calling, ostracising, teasing, threats and extortion, through to physical assault on persons and/ or their property. It is aggressive, deliberate, premeditated and ongoing. It can be gender based or homophobic or racist.

Bullying is usually associated with series of incidents but a single traumatic event can have as much effect on the victim. Research has shown that the extent of bullying in schools is greatly underestimated.

- The school community has an agreed definition for bullying
- We work to prevent bullying happening in the first place
- We have effective strategies for identifying bullying
- We act quickly and effectively when bullying does occur.
- Bullying of any kind will not be tolerated.
- The prevention of bullying is everyone's responsibility.
- Children to feel able to 'speak out' about bullying.
- Incidents of bullying are dealt with quickly and effectively.

Dealing with bullying

Prevention

We will promote and celebrate respect for others and their feelings. Within this context we must be prepared to examine our own behaviour to ensure our behaviour is not bullying.

We will encourage purposeful, positive play. Play-leaders will run activities at lunchtimes under the guidance of a play co-ordinator.

Staff are trained to deal with bullying situations when they do occur.

We will discuss bullying with the children and provide the pupils with coping strategies.

We will teach the children how to recognise and act to resolve bullying; whether they are the victim or witness someone else being bullied.

We will constantly re-affirm our definition of bullying and our approach to dealing with it. For example signs in the playground will remind pupils not to suffer in silence and films about bullying will be frequently shown and discussed in assemblies throughout the year.

Pupils will be trained as peer mediators each year to help resolve friendship issues in the playground but they will be trained to refer onto the head teacher if it seems that bullying has occurred.

Identification

We will promote a consistency of approach and create a climate in which all types of bullying are regarded as unacceptable.

Staff will be watchful of bullying at all times both in class and out.

Children will be made aware of what constitutes bullying and feel confident that action will be taken if they inform a member of staff that bullying is going on.

Action

We must be prepared to listen to, respect and take children seriously when they complain about bullying. We must do this promptly.

We will discuss the incident(s) at length with the victim and any witnesses if possible and note down the details.

We will talk to the bully and ask for their version of events.

All cases will be brought to the notice of the head teacher or deputy head.

Parents of both the victim and the bully will be informed. If it is felt necessary, a support plan will be drawn up for both victim and bully to try to ensure bullying does not reoccur.

Successful implementation of our policy will result in:

- pupils actively and purposefully engaged in play during breaks;
- staff proactive in the playground, sustaining positive relationships/ play and pre-empting any possible problems between pupils;
- pupils helping each other to solve disputes using carefully scripted peer mediation;
- pupils telling adults about bullying when it occurs.
- classes discussing strategies for coping with bullying during circle time;
- assemblies devoted to promoting non-bullying behaviour;
- staff using a consistent approach when dealing with possible instances of bullying;

- staff interacting with each other in a respectful, non-bullying way.

and pupils who say that:

- their complaints about bullying are dealt with quickly and effectively;
- Minchinhampton is generally free of bullying.

11. Fast track for serious behaviour problems

- If bullying, including racism occurs or behaviour which is severe and/or puts other pupils at significant risk of harm, then the pupil must be sent immediately to the head teacher
- In this situation, a written record is kept of the investigation and outcomes and where necessary a report sent through to the LA. Parents will always be contacted.