



**Millfield L.E.A.D. Academy**

**A L.E.A.D. Academy**

Anti Bullying Policy

## Introduction

The aim of our anti-bullying policy is to ensure that all children can learn in a supportive, caring and safe environment without fear of being bullied.

## Aims and Objectives

We therefore do all we can to prevent bullying by developing a school ethos in which bullying is regarded as unacceptable.

As a school, we aim to produce a safe and secure environment where all children can learn and where they can come to school without anxiety.

This policy aims to produce a consistent school response to any bullying incidents that may occur. We aim to make all those connected with the school aware of our opposition to bullying, and we make clear all adults' responsibilities with regard to the eradication of bullying in our school.

## What is bullying?

Bullying is action taken by one or more children with the deliberate intentions of hurting another child, either physically or emotionally. It is systematic and conscious anti-social behaviour that can affect everyone. This type of behaviour is unacceptable and is not tolerated. It is defined as 'deliberately hurtful behaviour, **repeated over a period of time**, where the person bullied is a victim of this behaviour'.

The main types of bullying that take place are:

- Physical – e.g. hitting, kicking, theft, damage to personal property;
- Verbal – e.g. name calling, racist remarks, sexist remarks;
- Relational – spreading rumours, excluding someone from social groups.

Other forms of bullying include racial, religious, cultural, SEN or disability, appearance or health condition, sexual orientation or home circumstances.

This anti bullying policy also covers the bullying of school staff by pupils, parents or other members of staff. The school's dignity policy is to be read in conjunction with this policy for the latter point.

## Cyber bullying

"Bullying can be done verbally, in writing or images, **including through communication technology (cyber bullying) e.g.: graffiti, text messaging, e-mail or postings on websites**. It can be done physically, financially (including damage to property) or through social isolation. Verbal bullying is the most common form.

**If a bullying incident directed at a child occurs using email or mobile phone technology either inside or outside of school time.**

1. Advise the child not to respond to the message
2. Refer to relevant policies including e-safety/acceptable use and PHSE and apply appropriate sanctions
3. Secure and preserve any evidence
4. Inform the sender's e-mail service provider
5. Notify parents of the children involved

### **Reporting Bullying Incidents**

All pupils, staff and parents are encouraged to inform any member of staff if they are concerned about potential bullying incidents or behaviour. This includes those who may have been bystanders and witnessed incidents. Pupils can ask for a private chat with any member of staff.

All incidents are forwarded to the head teacher, who takes the lead in the schools anti bullying stance alongside the school's healthy school and PSHE leaders. All incidents will be investigated by the method shown.

When it is established that bullying has taken, or is taking, place:

- It is dealt with immediately;
- A clear account of the incident is given to the Headteacher;
- The Headteacher will interview all concerned and record the incident;
- Class teachers and support staff (as appropriate) will be kept informed;
- Parents will be kept informed;
- Appropriate disciplinary action will be taken - in line with the school's behaviour policy. This may include a range of graded sanctions depending on the severity or frequency of the incidents. If it is deemed necessary the police will be informed, especially for all incidents where a criminal offence has been committed.
- The school will support the victim in overcoming the bullying incident.
- The school will support the perpetrator in changing their behaviour.
- All incidents will have a follow up after a 2 day, 1 week and 10 day period to check on reoccurrence.

The school may seek external advice and support if the bullying continues or escalates. This will be done in partnership with parents of both the victim and perpetrator.

All children involved will be helped by:

- Being encouraged to share information and feelings openly and honestly with parents and staff;
- Knowing that their concerns and anxieties will be taken seriously;
- Knowing that parents and staff are keen to work together to help children who are experiencing problems;
- Understanding where there is wrongdoing and what needs to be done to change things.

Parents/carers can help by:

- Contacting staff at school if they are concerned that bullying might be occurring;
- Assuring the child that they will be listened to and that they will be helped.

All recorded incidents are analysed by the senior leadership team and help shape future development plans for the school. This may include reviewing the curriculum and supervision arrangements. Hot spots or times will be identified and action taken to reduce the likelihood of reoccurrences. Training for staff, including lunchtime supervisors will be given to share signs and symptoms of bullying.

### **Prevention**

We believe that prevention is better than cure so we have designed a curriculum that celebrates difference and diversity across all year groups. Whole school themes and special days encompass this and helps inform children and develop a sense of tolerance. The school encourages co-operative behaviour and through school council and a climate of zero tolerance and improvement which children are key contributors to. If bullying does take place a clear and consistent message will be given to the school community about the inappropriateness of it and the stance of all members of the school community.

### **Monitoring and Review**

This policy is reviewed annually (or when new guidance is issued) and will be promoted and implemented throughout the school. The views of parents will be gathered through questionnaires and parent governors. The school council will also be consulted about the effectiveness of the policy.