



Burrsville Infant Academy  
REAch2 Academy

## Anti-Bullying Policy

Date of Policy: September 2018

Date Adopted: September 2018

Date for Review: September 2019

## **Burrsville Infant Academy Anti-Bullying Policy**

At Burrsville Infant Academy we have agreed that bullying in any form is unacceptable. We aim to empower all individuals to challenge, remedy and prevent bullying and to create a culture where the rights of the individual are valued and upheld.

### **Definition**

Bullying is any behaviour which is perceived by the targeted individual, or any other person, as intending to hurt, intimidate, frighten, harm or exclude. It is usually persistent and an abuse of power, leaving the targeted individual feeling defenceless.

Bullying can take different forms such as:

- Non-verbal: kicking, hitting, damaging or taking belongings
- Verbal: name calling, taunting
- Indirect: spreading rumours, excluding
- Cyber: sending nasty or threatening texts, e-mails by phone, picture/video clip, internet chat rooms or websites. Cyber bullying differs from other forms of bullying in that it can take place at any time and can invade previously safe places such as the home. The perpetrator of cyber bullying may never be in the same physical space as their target and may attempt to remain anonymous. Some incidents of cyber bullying are quite unintentional as pictures or texts can be sent as a joke without the sender truly understanding the impact of their actions or the speed at which the information can be shared outside the friendship group.

At Burrsville Infant Academy, we work to minimise the likelihood of bullying behaviour occurring and deal with any incidents that do occur in a way that is most likely to stop the bullying and support both the perpetrators and the targets of bullying. The lead person for anti-bullying is Miss Siggery, she is responsible for ensuring that policies and procedures are promoting a positive and safe environment which nurtures emotional health, good behaviour and well-being.

All incidents of bullying are logged and monitored. We aim to ensure that all incidents of bullying are perceived by the children, young people and parents to be resolved positively for all the school and community.

**We will support children to take advantage of opportunities to:**

- value themselves, their achievements and develop strong self-esteem.
- practise and develop emotional resilience and social skills to manage their feelings and work with others to resolve conflicts calmly.

- learn the skills required to tell someone in a way that ensures the adult takes action. We are a telling school.
- be actively involved in anti-bullying initiatives such as peer support and mediation.
- learn the skills required to stay safe and confident whilst using technology such as the internet.

#### **We will ensure that children:**

- know that we take bullying seriously and want to work in partnership to reduce it.
- understand its effects and strategies to prevent and respond to it.
- feel safe in our school and confident that they will be listened to and incidents will be dealt with.
- are informed so that they know what to do, where to get help and how to support others who are bullied or bully.
- celebrate differences and choose not to bully or discriminate against others.
- recognise other people's feelings and treat others with respect.

#### **Exclusion**

Exclusion, whether temporary or permanent, is an extreme step and will only be taken in cases where:

- long term misbehaviour is not responding to the strategies in place and the safety and learning of others is being seriously hindered;
- an incident of extreme seriousness has occurred;
- in such other circumstances where the head teacher or the governing body see fit.

#### **Fast Track Procedure for Serious Misconduct\***

Where a child is involved in:

- serious fighting or violent behaviour resulting in injury to another person, inappropriate behaviour of a sexual nature towards another person,
- uncontrolled threatening behaviour, which affects the safety of others,
- bullying behaviour, including racism, bad language (directed at another person)

\*medical conditions and special needs will be taken into account.

The above conduct is considered so serious that the child's parent(s) will be contacted immediately and involved in the sanction decision.