



Carlton Miniott Primary Academy Anti-bullying policy *This policy applies to both staff and pupils*

Rationale

DfE guidance, 'Keeping Children Safe in Education' (2018) says that 'Safeguarding and promoting the welfare of children is **everyone's** responsibility. **Everyone** who comes into contact with children and their families has a role to play. In order to fulfil this responsibility effectively, all practitioners should make sure their approach is child-centred. This means that they should consider, at all times, what is in the **best interests** of the child.' It is the responsibility of the whole school community to eradicate these by ensuring the development of a caring and supportive ethos. We as a school have a duty to take measures to prevent all forms of abuse.

What is Bullying?

The school council produced the following definition about bullying following discussions in all classes:

*"Bullying is when someone is hurting or upsetting you **constantly**, perhaps every day. For example it is not being pushed once whilst lining up or tripped over whilst playing a game.*

Unacceptable bullying behaviour is anything physical such as pushing, punching, pinching, pulling hair etc. and constant verbal abuse such as name calling and 'picking on' or 'bossing other.'"

Peer on peer abuse includes bullying but can also include gender based violence, sexual assaults and sexting.

Forms of Bullying

- Physical: pushing, hitting, pinching, any form of violence, threats
- Verbal: name-calling, sarcasm, spreading rumours, persistent teasing, gender issues
- Emotional: tormenting, threatening, ridicule, humiliation, exclusion from groups or activities, making them do something they don't wish to do.
- Racist: racial taunts, graffiti, gestures
- Sexual: unwanted physical contact, abusive comments
- Cyber: bullying that takes place on-line

Identifying the problem

If a disclosure is made it should always be treated seriously. While others may not feel that certain actions or words are of a bullying or nature, if the recipient feels they are being bullied that is sufficient evidence to treat the case as bullying on face value.

Examples of signs of being bullied or abused: -

- Unwillingness to come to school
- Withdrawal, isolated behaviour
- Complaining about missing property
- Refusal to talk about the problem
- Being easily distressed
- Damaged or incomplete work

Staff will

- Take all issues of bullying seriously
- Investigate all incidents thoroughly
- Ensure that bullies and victims are initially interviewed separately.
- Obtain witness information
- Keep a written record of the incident, investigation and outcomes in PSHE book (kept in the school office)
- Use restorative practice to resolve the situation
- Inform appropriate staff about the incident

- Ensure that action is taken to prevent further incidents

Eg

Imposing of sanctions

Obtaining an apology

Informing parents of both bully and victim

Provide mentor support/training for both victim and bully

Peer on Peer Abuse

Peer on peer abuse is not tolerated at Carlton Miniott Primary Academy. The school recognises that girls are often the victim and boys the perpetrators. Peer on Peer abuse can take the form of sexual violence and sexual harassment, physical abuse causing physical harm, sexting or initiation type violence and rituals. Staff will follow the Child Protection and Safeguarding Policy if Peer on Peer abuse is identified.

Parents

If complaints are made at home about incidents in school or on journeys between home and school, parents should contact the class teacher or Headteacher as soon as possible, giving details of the incident(s). It is better to approach the school in the early stages of a problem before it becomes too serious.

If the child has not made disclosures about an incident but seems unhappy about going to school, there may be something wrong.

Prevention

We aim to provide a caring environment where children feel valued and where an emphasis is placed on self-esteem. Children are encouraged to be good listeners and to talk to each other and to staff.

Children, parents and staff need to work together to ensure the highest standards of behaviour towards each other.

Children in school are constantly encouraged to treat each other, as they would wish to be treated. Issues associated with bullying are addressed regularly in assembly and in class lessons such as PSHCE, Circle Time and RE. We will endeavour to work with anti-bullying and E-Safety week materials and direct focus to these activities at an appropriate time in the school year

The message to all is that bullying will not be tolerated in school and everyone is expected to ensure that it does not happen.

Buddy Bench

A 'Buddy Bench' is available in the playground where children can sit if they have no one to play with. This gives a message to both staff and pupils that a friend or a listening ear is needed.

Buddy Squad

The buddy squad are regularly trained on how to include children in playtime activities and also how to talk and listen to children with problems.

The quality of the relationship between staff and pupils encourages openness and dialogue.

(This policy is available in other formats)

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