



**MILLBANK
ACADEMY**
LIBERTAS PER CULTUM

Anti-bullying policy

Approved by:

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1. Statement of intent

We are committed to providing a caring, friendly and safe environment for all of our students so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all students should be able to tell and know that incidents will be dealt with promptly, severely and effectively. This means that anyone who knows that bullying is happening is expected to inform members of staff.

2. Policy objectives

All governors, teaching and non-teaching staff, students and parents should have a clear, shared understanding of the following:

- The way in which the academy creates an anti-bullying culture
- How bullying is defined and the signs and symptoms to look out for
- How incidents of alleged bullying should be reported and investigated
- How confirmed incidents of bullying are likely to be sanctioned

3. Anti-bullying culture

We hope to prevent harassment of any kind by:

- Educating pupils and staff through PSHE provision and assemblies
- Supporting potential or actual victims by making them aware of tactics for avoiding high risk situations and developing assertiveness skills
- Raising staff awareness through CPD training and staff meetings
- Training teachers to recognise signs, to take complaints seriously and to share information
- Keeping informal as well as formal lines of communication with parents and others as open as possible. Contact via telephone, beginning/end of the school day, new parents' information evenings, parents' evenings, sports events, plays and concerts are all important ways of ensuring a free flow of information between the school and home
- Maintaining low profile but frequent surveillance of areas where potential for harassment is greatest, e.g. playtimes, queues
- Encouraging an atmosphere of openness and trust. Pupils who are victims whose psychological and emotional futures might be at risk, and others who know of incidents, need to feel that they will be listened to, and believed, and that appropriate action will be taken quickly and sensitively. 'Not telling' protects the pupil or pupils causing the harassment and gives the clear message that they can continue.

As people react differently, and it is not always possible to tell if someone is hurt or upset, all members of Millbank's community should conduct their dealings with one another in a spirit of consideration and courtesy.

Pupils are taught to recognise bullying when they see it, to stand up verbally to the bully, and to report bullying. This teaching happens through assemblies, class circle times, and by participation in national Anti-bullying week. Children are encouraged to reflect upon their own actions and words, and to be vigilant for instances of bullying.

All staff are to be alert to the signs of bullying as an issue of safeguarding, and act promptly and firmly against it. The role of lunchtime supervisors is crucial in preventing and responding to bullying.

4. Definition: What is bullying?

Bullying is defined as the repetitive, intentional harming of one person or group by another person or group, where the relationship involves an imbalance of power.

Bullying is, therefore:

- Deliberately hurtful
- Repeated, often over a period of time
- Difficult to defend against

Bullying can include:

Type of bullying	Definition
Emotional	Being unfriendly, excluding, tormenting
Physical	Hitting, kicking, pushing, taking another's belongings, any use of violence
Racial	Racial taunts, graffiti, gestures
Sexual	Explicit sexual remarks, display of sexual material, sexual gestures, unwanted physical attention, comments about sexual reputation or performance, or inappropriate touching
Direct or indirect verbal	Name-calling, sarcasm, spreading rumours, teasing
Cyber-bullying	Bullying that takes place online, such as through social networking sites, messaging apps or gaming sites

We believe that any behaviour which makes other people feel uncomfortable, threatened, or distressed is a form of harassment or bullying, and has no place in our community.

It is important to distinguish between bullying acts as described above and spontaneous bouts of anger, which should not necessarily be classified as bullying. Bullying is persistent and personal and involves power, and can in some cases lead to short and /or long term psychological damage. Bullying is also not the occasional falling out with friends, which may involve an argument or name-calling. It is also not the occasional joke being played on someone.

Sometimes pupils fall out or say things because they are upset. These instances are an important part of growing up, and staff will carefully monitor and support pupils through these periods.

5. Signs and symptoms

Pupils who are being bullied may show changes in behaviour. They may show changes in their work patterns, may lack concentration or even playing truant from school. In really extreme circumstances children may self-harm or even attempt to commit suicide.

Some of the signs to look out for include:

- Becoming shy and nervous
- Feigning illness
- Taking unusual absences
- Clinging to adults
- Lack of concentration
- Truancy
- Fear of coming to school
- Reluctance to travel on the school bus or train
- Stammering
- Crying themselves to sleep
- Declining standards in school work
- Ripped clothes or damaged/lost books or belongings
- Unexplained cuts or bruises
- Becoming more aggressive than normal
- Loss of appetite
- More emotional than usual

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

6. Reporting incidences of bullying / Investigating allegations

- If bullying is suspected, reported or observed, the incident will be dealt with immediately by the member of staff who has been approached.
- A clear account of the incident will be requested, recorded and given to the Headteacher or Deputy Headteacher (*if the pupil is not able to write the account themselves the adult will write it*)
- The Headteacher or Deputy Headteacher will interview all concerned and will record the incident on the central record of bullying.
- Class teachers and any other adults who work directly with both the child who bullied and the child who was targeted will be informed, and the incident may be raised for discussion by the whole class during a 'PHSE' session. All other staff will be informed at a weekly staff meeting when 'children causing concern' are discussed.

- Parents of both the child who bullied and the child who was targeted will be informed. Our aim is to gain the support of parents to help change the attitude of the pupil who bullied.

Pupils who have been targeted for bullying will be offered an immediate opportunity to discuss what happened with their teacher or member of staff of their choice. All staff will aim to restore the pupil's self-esteem and confidence by offering support during play times (or at the time of day the bullying occurred).

Pupils who have bullied will be helped by discussing what happened, discovering why the pupil became involved and establishing the wrong doing and need to change. Within the curriculum the school will raise awareness of the nature of bullying through inclusion in PSHE and circle time, assemblies and subjects.

7. Sanction procedures

Sanctions will be used as appropriate, for example, loss of playtime. If the incident is serious, weightier sanctions may be applied, for example, fixed-term exclusion. Please refer to behaviour policy (section 7.2 and appendix 1) for further detail.