



TUPTON PRIMARY & NURSERY ACADEMY™

Anti-Bullying Policy

Approving Body	Headteacher
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Further Information/Guidance	Keeping Children Safe in Education (2020) Children Missing Education (2016) Working together to safeguard children (2018) Governance Handbook (2019)

Introduction

We have a zero tolerance policy towards bullying, as we strongly feel that all children must be made to feel safe for them to learn and thrive. We believe that everyone has the right to feel welcome and safe at Tupton Primary & Nursery Academy, everybody should be valued and respected and that differences between ourselves should be valued and celebrated. We all bring something unique to our academy. Any incidents of bullying are unacceptable and treated seriously. They will always be dealt with quickly and effectively. If a parent, carer or a pupil is concerned that anybody attending our academy is being subject to bullying, please let this be known to us as soon as you hear it. You can also turn to your child's class teacher. The Anti-bullying champion is Mrs Willock . The governor responsible for Anti-Bullying and Behaviour is Mr Scott Clark.

Our definition of bullying

"Behaviour by an individual or group usually repeated over time, that intentionally hurts another individual or group, either physically or emotionally."

Bullying deliberately makes others feel uncomfortable, distressed or threatened and feel powerless to defend themselves. Bullying differs from teasing or falling out between friends and other types of aggressive behaviour.

Types of bullying

- Emotional – being continually unfriendly, excluding, tormenting or threatening.
- Verbal – continual name calling, sarcastic comments, spreading rumours or teasing.
- Physical – frequent incidents of pushing, kicking, hitting, punching or any use of violence.
- Extortion – demanding money or other goods with threat.
- Cyber – using all areas of the internet, e-mails, chat rooms and social media, mobile phones to intentionally hurt another.
- Racist – racial taunts, graffiti, gestures.
- Faith based – using religious beliefs as a focus for bullying.
- Disability – bullying directed at a physical, mental or any SEN disability.
- Sexual – unwanted physical contact, sexually abusive comments
- Homophobic – bullying because of, or focussed around, the issue of sexuality.

- We are aware that bullying can happen to **anyone** and can be based on such things as personal characteristics or "differences" e.g. weight, height, intelligence, style of dress, family differences etc.
- We also know that some **groups of children** are at higher risk of being bullied e.g.
 - children with special educational needs or a disability
 - children from minority ethnic backgrounds (based on ethnicity or religion)
 - children with a different sexual orientation (or those considered to have).

Roles and Responsibilities

At Tupton Primary & Nursery Academy, the anti-bullying coordinator is pastoral manager Mrs Willock, although the Headteacher has overall responsibility for this policy and its implementation.

All staff, volunteers, parents and carers know who the anti-bullying coordinator is.

The anti-bullying coordinator will ensure that all staff have the necessary, up to date training to support them in dealing with issues surrounding bullying. They will also organise a number of awareness building events for the children which will happen each academy year. Their aim will be to increase the children's awareness of the impact of bullying and to understand the strategies in place to help them deal with any incidents. The events will also be used as a further reinforcement of Tupton's zero tolerance policy towards bullying of any kind.

Reporting incidents of Bullying

Any suggestion of bullying will be reported to the anti-bullying coordinator or Headteacher. Information about bullying could reach the anti-bullying coordinator/ HT from any member of staff, child, a parent or any outside agency. The anti-bullying coordinator will ensure the incident is followed up and a written report is produced. All staff know they must complete an initial bullying incident form (**FORM 1**). In many instances, the class teacher or another member of staff will be able to successfully intervene and resolve the incident quickly and effectively. However, if the incident is found to be confirmed as bullying, **FORM 2 AND FORM 3** will be completed.

This process will involve the anti-bullying coordinator in

1. Interviewing all parties.
2. Creating a plan of action.
3. Working with parents.
4. Working with the individual children involved, both the victim and perpetrator(s).
5. Arranging follow-up meetings with all concerned.

6. On-going monitoring to ensure the incident has been fully resolved.

The Governor responsible for Anti-bullying/ behaviour may be informed and may also be involved. If necessary, the anti-bullying coordinator will also seek further help from other professional's for those involved. (E.g. Behavioural support/MAT team/Counselling/ Mediation services).

If the bullying continues after following all the above, the Head teacher, the Anti-bullying Coordinator or the Chair of Governors will inform prevent&tackle@derbyshire.gov.uk using **FORM 4** and seek further advice from the LA.

The responsibility of adults in dealing with bullying at Tupton Primary & Nursery Academy

Everyone understands that bullying of any sort is unacceptable at Tupton. All children, staff, volunteers, parents and carers know that we are working to ensure a common goal of safeguarding from bullying.

- All adults will reinforce the same message and the children will know that unacceptable behaviour/bullying will **always** be challenged.
- Any mentioned incidents of bullying will be followed up in accordance with this policy.
- Adults will provide a positive role model for children in the way they interact with all others.
- Staff will be vigilant at all times to protect children from bullying.
- Adults will be ready with a "listening ear" and the children will know they will be listened to and helped.
- Children will be recognised and rewarded by adults for thoughtful, caring, empathetic behaviour towards others, ensuring that this is the underlying ethos of our academy.
- Adults will encourage all children to be confident and have a high self-esteem to keep themselves and others safe from bullying.
- Adults at Tupton Primary & Nursery Academy know that there are particularly places that bullying may be more likely to happen. These "bullying hotspots" are known to adults and they are vigilant e.g. in the cloakroom and toilet areas, round corners in the playground.

The strategies we use to create an anti-bullying environment

Creating a culture where we celebrate **all** individuals, and the adults in our academy actively uphold this approach, is crucial in creating an anti-bullying climate.

- We have a whole school system for behaviour management. Everyone at our academy knows and understands this system. Although we continually seek to reward positive behaviour, the children are also clear how inappropriate behaviour will be dealt with by everyone. The children themselves have decided upon some of the sanctions for inappropriate behaviour. The Golden Rules provide adults and children with clear expectations of behaviour and all adults consistently help children to uphold these. They are displayed in every classroom. (Further information can be found in our Behaviour Policy.)
- There is a Celebration Assembly every Friday afternoon. Children and staff come together at the each week to celebrate achievement. The awards (certificates and trophies) that are presented always include a celebration of the excellent behaviour of both individuals and classes. Each class chooses a "Star of the Week". The parents of these children are also invited to see their child presented with the certificate in the Celebration Assembly.
- All children can receive DOJO points which can be spent to buy a variety of rewards.
- Our motto: We have PRIDE in everything we do, represents the ethos and values we promote and uphold throughout all we do at Tupton Primary & Nursery Academy. Any adult can award stickers or DOJO point to individual children for excellent manners, respectful actions etc.
- Our academy aims, which are displayed everywhere around the academy reinforce the principles Tupton Primary & Nursery Academy stands for. All staff, children and parents know these aims. Our aims focus on a happy, safe and caring academy where everyone achieves.
- In order to promote our academy approach to behaviour and anti-bullying, MDS use stickers to reward excellent behaviour. They also have notebooks to record incidents of concern, which are always reported to the class teacher and if necessary the Anti-bullying coordinator.
- We have Anti Bullying ambassadors. These children know how important our anti-bullying commitment is and they know how to respond to incidents they see, hear about or are told about. They understand that some playground issues can be resolved by them but that bullying must **always** be shared with a member of staff.
- In every year group children take part in weekly lessons on a personal, health and social theme. At Tupton Primary & Nursery Academy each year follow the **Jigsaw PSHE Programme**. (See PHSE Policy.)

We know that, like other skills, behaviour management/anti-bullying/online safety needs teaching and through PSHE we aim to empower children to think about their own behaviour and that of others. We have many PHSE books, which are used in lessons and assembly. These reinforce appropriate behaviour and our anti-bullying approach.

- We have a "Friendship" week. This is a yearly event throughout the academy with assemblies, visitors and PHSE lessons solely focussed on anti-bullying.
- We teach the children about on-line safety as part of every IT lesson. Safe on-line behaviour is also displayed in each classroom and referred to regularly. All our work with children includes a clear message about cyber bullying and how to get help. **See our safe use of the internet policy.**
- All staff provide a strong role model in the way we interact with one another and the wider community, behaving and speaking to one another with respect and care. We cannot underestimate the importance of the models we provide for our children.
- We keep parents informed about our policies and approaches by holding events, sharing information on DOJO, sharing news on our website, displaying information and giving out leaflets etc.
- We also regularly seek parents and children's views on Behaviour and Bullying including how we can make things even better through questionnaires and discussion groups.

We know that by increasing children's confidence and self-esteem we can help to keep them safe from bullying. By directly teaching skills and strategies that help the children empathise with others, whilst being able to be assertive and bold in the face of difficulty, we can stop bullying and challenge it when it occurs. Again this policy and our behaviour policy are central to achieving this.

Informing children about bullying

We believe in working openly with the children about bullying. This will involve regularly, at least every half term, addressing issues surrounding bullying directly in both classrooms and in assemblies. For our academy to be safe and happy for all, it is important the children know their role in creating an anti-bullying culture. The following are taught to children:

- How to report incidents.
- Where to go for help.

- How they can help others who are bullied.

The children know that all members of staff will listen to them and help them. They know that they will be treated with respect, sensitivity and understanding. (See above strategies and adult responsibility section.) We **all** constantly refer to our policy in general discussions with children, in assemblies, in a classroom context and on the playground.

As a result of a Safe in School Audit, the children have requested a WORRY box which can be accessible by anyone. Some classes have also requested Worry Monsters. Children know they can place a worry in the box or with the Monster and receive help. We can appreciate that some children finds it difficult to initiate dialogue with an adult and this will help them overcome this barrier.

Parent Information and guidelines for reporting bullying

Every parent/carer is an important part of our academy community. Through the Governing Body, the parents have been represented in the drawing up of this policy. We are very committed to ensuring we have an open door policy regarding behaviour and bullying and we all believe in working successfully with parents, dealing with any issues or concerns that arise quickly and effectively.

Information about our approach to bullying can be found in the academy brochure and on our web site. Parents receive a pamphlet yearly, which explains our approach and how they can support their child.

We also regularly undertake questionnaires to ascertain parent's views and comments and aim to improve our practice because of findings.

Equal Opportunities and Special Educational Needs

All adults in our academy ensure that every child regardless of race, gender or ability is valued and treated equally. Care is taken to apply our approach to behaviour management and anti-bullying consistently and fairly at all times. We are also aware of the differences between children's behaviour and their individual needs, knowing that it may sometimes be necessary to reward a child's effort to follow our behaviour policy. For some children an IEP (Individual Education Programme) will help to identify strategies and small achievable steps to manage behaviour. However, at Tupton Primary & Nursery Academy we will **always** challenge **bullying** and act quickly to stop it.

We know that children with SEN, from different cultural and religious backgrounds and those with disabilities can be groups that are particularly vulnerable to bullying. The strategies we employ aim to help the children understand issues surrounding these groups and the important role we all play

in keeping everyone safe from bullying. Also see our **Equalities Policy** and **PSHE**.

Health and Safety

Bullying can be life changing. It can lower self-esteem and have a profound affect in the present and in later adult life. We have a duty of care to ensure the safety of all children at all times. Inappropriate bullying behaviour is dealt with firmly and in accordance with our agreed sanctions. In cases where a child has a condition which render the sanctions unworkable, restraint is used when the adult considers the child likely to cause a danger to themselves and others. Restraining techniques are very rarely used, but are in line with advice from the behaviour support team and are as a last resort to prevent danger. Children in a disturbed state are withdrawn from the rest of the children and allowed "cool down" time before being accepted back into the class. Please refer to our **Physical Intervention Policy**, **Health and Safety Policy**, and **Safeguarding Policy**.

Training

All staff receive training once a year. This is delivered by the Headteacher, using a range of materials from the Anti-bullying Alliance, NSPCC, Kidscape, Childnet, Thinkyouknow (CEOP). These meetings enable further clarification and discussion to take place as to our collective understanding of what bullying is and how we deal with it in our academy. Safeguarding, including anti bullying information is also a regular agenda item at staff meetings for teachers/Teaching Assistants and Midday supervisors.

Governors

The Governor with responsibility for overseeing Anti bullying meets with a group of children once every year to discuss their views and understanding of anti-bullying and our academy policy. The Anti-bullying governor also meets with the Anti-Bullying coordinator twice yearly to discuss policy, systems and structures. Information etc. is then reported back to the Full Governing Body.

Monitoring and Evaluation

The success of this policy is measured by the happy, caring ethos of our academy, where any issues of bullying are dealt with quickly and effectively. It will be reviewed annually as part of our on-going commitment to Anti-bullying.

Important Related Guidance

General Advice

Anti Bullying Alliance: www.anti-bullyingalliance.org.uk

www.stonewall.org.uk

NSPCC: www.nspcc.org.uk

Support for children

Childline: www.childline.org.uk

Kidscape: www.kidscape.org.uk

Support for parents and carers

Parentline Plus: www.parentlineplus.org.uk

Cyberbullying

Childnet: www.childnet-int.org

Thinkuknow (CEOP); www.thinkyouknow.co.uk

StopTextbully: www.stoptextbully.com

Cyberbullying.org: www.cyberbullying.org

Gender-related bullying

NSPCC: www.nspcc.org.uk

Bullying related to special educational needs or disabilities

Mencap: www.mencap.org.uk

National Autistic Society: www.autism.org.uk

Every disabled child matters: www.edcm.org.uk

Young minds (mental health issues): www.youngminds.org.uk