



**DUDLEY**  
INFANT  
ACADEMY

**DUDLEY INFANT ACADEMY**

**Anti-Bullying Policy**

<i>Approved by staff</i>	<i>September 2019</i>
<i>Review date</i>	<i>September 2020</i>

# **ANTI-BULLYING POLICY**

## **Our Aims**

At Dudley Infant Academy we take all forms of conflict, friendship problems, and bullying behaviour seriously.

Our aims are:

- To provide a safe and secure environment for all students in our care.
- To create a happy and positive learning environment in which both parents and staff work together for the welfare of our pupils.
- Everyone is mutually valued and respected regardless of gender, race, age, beliefs and ability.
- To encourage pupils to adopt agreed standards of behaviour and values in order to develop a sense of self-discipline and to take responsibility for their own actions.

## **Definition of Bullying Behaviour**

We acknowledge that both friendship problems and bullying behaviour can be upsetting and unpleasant but it is important to distinguish between the two, as the responses to friendship problems will be different to the strategies used to address bullying behaviour.

Friendship problems may be an occasional incident where both pupils disagree and find it difficult to resolve the disagreement without adult help. It is unlikely to be repeated behaviour and may even be accidental, where both children make an effort to resolve the problem. However, we recognise that repeated friendship problems can sometimes lead to bullying behaviour.

Bullying behaviour is defined as – **“The repetitive, intentional hurting of one person by another (s), where the relationship involves an imbalance of power”**. (Anti-bullying Alliance 2011).

Bullying can take many forms:

- **Physical** bullying (hitting, punching, finger jabbing, any inappropriate touching, pinching, jostling, breaking or taking property)
- **Verbal** bullying (name calling, put downs, threats, teasing, ridiculing, belittling, excessive criticism or sarcasm.)
- **Indirect** bullying (rumours or stories, exclusion from a group, shunning, invading privacy, graffiti designed to embarrass, withholding friendship or affection.)
- **Cyber** bullying (sending nasty phone calls, text messages or e-mails/chat rooms.) Linked to schools Acceptable Use Policy (ICT)
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Some bullying is done because a pupil is deemed to belong to a certain group. This has been labelled ‘prejudice based bullying’, and includes homophobic bullying, racist bullying, sexual or gender bullying, and bullying of students with learning or other disabilities. (Linked to Equalities Policy)

## **Strategies for preventing bullying behaviour**

### **Whole school approach**

- Issues surrounding friendships and bullying behaviour are taught through the Personal, Social & Health Education (PSHE) Curriculum. Pupils are taught to explore some of the ups and downs of relationships, including the positive and negative aspects and benefits of friendships.
- Whole school assemblies are also used to discuss all aspects of friendships.
- Class Circle Time provides opportunities for more details discussions and role play activities to explore the nature of bullying and how they can respond.
- The School Council will provide a forum for discussing any bullying issues and for the children to decide ways of preventing it and supporting those who are bullied.
- Class Buddies to reduce potential conflict during break time and lunchtime

- The Academy Rules will be upheld at all times. All staff will monitor behaviour and intervene when it becomes inappropriate in order to prevent bullying to develop. Staff on playground duty will inform class teachers of any incidents. The academy reward system will be used to promote positive behaviour

### **Strategies for responding to bullying behaviour**

Where bullying does occur this will be followed, by an immediate and appropriate response, including the use of disciplinary sanctions where necessary. Early identification is the most effective way in minimising bullying behaviour and the effects on the person being bullied. We also acknowledge that the person doing the bullying needs to understand that their behaviour is unacceptable and must stop. They may also need support to change their behaviour and explore the underlying reasons for bullying.

Pupils are encouraged to report any negative behaviour, even if they are not sure whether it is bullying. They can do this through:

- Speaking to their teacher/TA or any member of support staff
- Speaking to a parent/other adult who then may contact the school in any of the ways listed.
- Speaking to their friends or a School Council member

When bullying is known to have happened or be ongoing

The class teacher will discuss the incident(s) with the pupil being bullied. It is important that they are listened to and believed.

The incident will then be discussed with the pupil engaging in bullying. Information will be gathered from witnesses to explain what they saw. The class teacher, Principal or SLT will be informed.

Sanctions in line with the school's Behaviour Policy will be used where appropriate. These might include:

- Official warnings to cease offending or withdrawal of certain school privileges
- Minor fixed-term exclusion
- Major fixed-term exclusion
- Permanent exclusion
- Parents of those involved will be informed of any action taken.
- Records will be kept on pupils' files.

Where a pupil or group of pupils deny involvement in bullying behaviour the students concerned will be observed and monitored. The pupils being bullied may be asked to talk about any incidents which cause them concern.

This policy will refer to 'the person bullying' and 'the person being bullied' rather than 'bully' and 'victim', both of which can be defined as negative labelling.

Monitoring and Evaluation

This document will be monitored and evaluated regularly and updated to take account of new Government and local guidance, and the views of the whole school community.

Complaints

The Local Board has established a formal complaints procedure and this may be used by a parent/carer if necessary.