



DUDLEY
INFANT
ACADEMY

DUDLEY INFANT ACADEMY

Anti-Bullying Policy

<i>Approved by staff</i>	<i>September 2020</i>
<i>Review date</i>	<i>September 2021</i>

ANTI-BULLYING POLICY

Rationale

At Dudley Infant Academy, we believe that pupils have the right to be able to work in a calm, supportive and safe environment. Bullying of any kind is unacceptable and will not be tolerated in our academy. We expect the children to behave in a considerate and courteous manner and all incidents of inappropriate or unacceptable behaviour will be dealt with in line with Academy and Trust policy and procedures.

Our Aims


The aim of this policy is to prevent and deal with any behaviour deemed as bullying. The implementation of this policy will create an ethos where bullying is regarded as unacceptable so that a safe and secure environment is created for everyone to learn and work in. All members of the academy have a responsibility to recognise bullying when it occurs and take appropriate action in accordance with the academy policy. Together, we will:

- Provide a safe and secure environment for all pupils in our care.
- Create a happy and positive learning environment in which parents, carers and staff work collaboratively for the welfare of our pupils.
- Ensure that everyone is mutually valued and respected regardless of gender, race, age, beliefs and ability.
- 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

"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
- **Non Verbal** bullying - social isolation, 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 Acceptable Use Policy and Online Safety Policy.
- **Prejudice related** bullying - Under the Equalities Act 2010 it is against the law to discriminate against anyone because of:
 - age
 - being or becoming a transsexual person
 - being married or in a civil partnership 
 - being pregnant or having a child
 - disability
 - race including colour, nationality, ethnic or national origin including Gypsy Roma Travelers
 - religion, belief or lack of religion/belief
 - sex /gender
 - sexual orientation

These are called 'protected characteristics'. As part of the requirement on schools to promote fundamental British values, schools must proactively challenge derogatory and discriminatory

language and behaviour including that which is racist, homophobic, biphobic, transphobic and disablist in nature.

Bullying is not:

It is important to understand that bullying is not a one off incident. It is an important part of children's development to learn how to deal with friendship breakdowns and develop social skills to repair and maintain healthy relationships.

Strategies for preventing bullying behaviour

- Create and support an inclusive environment that promotes a culture of mutual respect, consideration and care for others which will be upheld by all.
- Issues surrounding healthy relationships, friendships and bullying behaviour are delivered through the academy's Personal, Social & Health Education (PSHE) and Relationships & Health Education (RHE) curriculum. Pupils are taught to explore some of the ups and downs of relationships, maintaining healthy friendships and the importance of acceptance.
- Whole school assemblies focusing on aspects of friendships, relationships and anti-bullying.
- Active involvement with national initiatives (Anti-Bullying week, E-Safety Week)
- Class Circle Time provides opportunities for discussions and role-play activities to explore the nature of bullying and friendships.
- The School Council will provide a forum for discussing bullying-related issues and for the children to decide upon preventative measures.
- Friendship Ambassadors to reduce potential conflict during break time and lunchtime.
- The academy reward system will be used to promote positive behaviour.
- The academy Personal Development Awards promote an ethos of kindness and respect.
- The Academy Rules will be upheld at all times. All staff will monitor behaviour and intervene when assessed as necessary in order to prevent an incident of bullying developing. Staff on playground duty will complete a behaviour form and inform class teachers of any incidents.
- All incidents of bullying or alleged bullying will be recorded on our online safeguarding system, CPOMS.
- Parents/carers have access to the policy via the academy website.
- Individual class email accounts to enable parents/carers to promptly communicate concerns with class teachers.
- Academy 'Worry box' implemented for children to share concerns freely.

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 and in line with academy Behaviour Policy. 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(s) engaging in bullying behaviour needs to understand that their behaviour is unacceptable. They may 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 class teacher/TA or another member of academy staff
- Speaking to parent/carer

- Speaking to their friends, School Council member or Friendship Ambassador

When bullying is known to have occurred or to be ongoing:

- The class teacher and/or member of the Senior Leadership Team will discuss the incident(s) with the pupil being bullied in an empathetic and non-judgemental manner.
- The incident will be discussed with the pupil engaging in bullying behaviour and fully investigated by a member of the Senior Leadership Team.
- All information will be recorded on to CPOMS and shared with the Principal and academy DSLs.
- All sanctions will be used as appropriate, in accordance with the academy's Behaviour Policy and in consultation with all parties concerned.
- If necessary and appropriate, the police and other local services will be consulted.
- Parents and carers will be kept informed.
- Support will be provided for all children involved.
- Specific elements of the academy's PSHE and RHE curriculum will be re-visited.
- Where a pupil or group of pupils deny involvement in bullying behaviour, the pupils concerned will be observed and monitored.

Monitoring and Evaluation

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

Complaints

The University of Brighton Academies Trust has established a formal complaints procedure and this may be used by a parent/carer if deemed necessary.

Links with other academy policies

- Behaviour Policy
- Acceptable Use Policy
- Child Protection and Safeguarding Policy
- Online Safety Policy
- Relationships and Health Education Policy
- PSHE Policy

Links to legislation

- Public Order Act 1986
- The Malicious Communications Act 1988
- The Children Act 1989
- The Computer Misuse Act 1990
- Protection from Harassment Act 1997
- The Education and Inspection Act 2006, 2011
- The Equality Act 2010

Supporting Organisations and Guidance

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

Childline: www.childline.org.uk

DfE: "Preventing and Tackling Bullying. Advice for headteachers, staff and governing bodies", and "Supporting children and young people who are bullied: advice for schools" October 2014: <https://www.gov.uk/government/publications/preventing-and-tackling-bullying>

DfE: "No health without mental health": <https://www.gov.uk/government/publications/no-health-without-mental-health-a-cross-government-outcomes-strategy>

Family Lives: www.familylives.org.uk

Kidscape: www.kidscape.org.uk

MindEd: www.minded.org.uk

NSPCC: www.nspcc.org.uk

PSHE Association: www.pshe-association.org.uk

Restorative Justice Council: www.restorativejustice.org.uk

Diana Award: www.diana-award.org.uk

Victim Support: www.victimsupport.org.uk

Young Minds: www.youngminds.org.uk