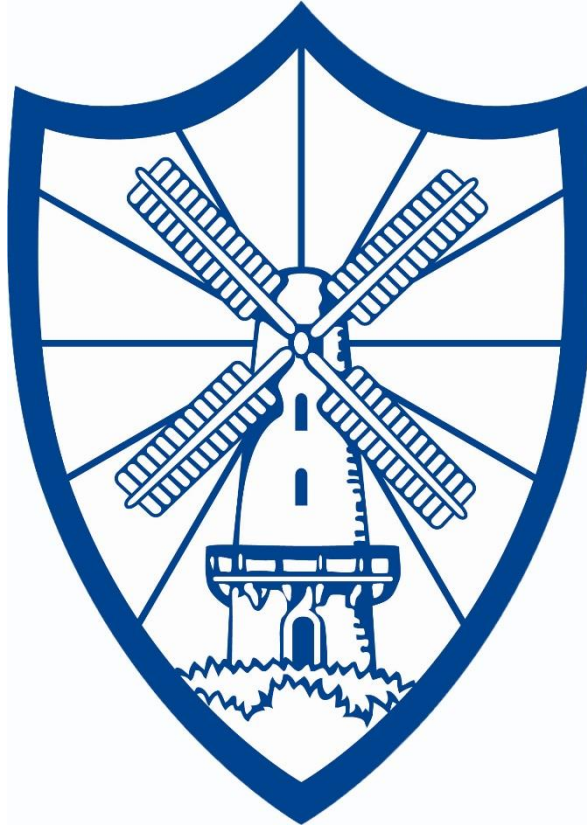




Meopham Community Academy



Anti-Bullying Policy

This policy was reviewed by: Paul Hale
Date: January 2020
Next Review Date: November 2021

Objectives of this Policy

Meopham Community Academy's Anti-Bullying Policy outlines what the Academy will do to prevent and tackle bullying.

We believe that every member of the Academy community should feel valued and respected, and have the right to be treated fairly and well. We aim to ensure that all pupils feel safe in school and feel confident to seek support if they feel that their safety or well-being have been affected by the actions of others.

The Senior Leadership Team and the Pupil Support Team:

- monitor and review our anti-bullying policy on a regular basis
- support staff to promote positive relationships and identify and tackle bullying appropriately
- ensure that pupils are aware that all bullying concerns will be dealt with sensitively and effectively; that pupils feel safe to learn; and that pupils abide by the anti-bullying policy
- respond to parents/carers regarding their concerns around bullying and deal promptly with complaints. Parents/ carers in turn work with the staff and pupils to uphold the anti-bullying policy
- seek to learn from good anti-bullying practice elsewhere and utilise support from the Local Authority and other relevant organisations when appropriate.

Definition of Bullying

Bullying is *'behaviour by an individual or a group, usually repeated over time, that intentionally hurts another individual either physically or emotionally'*.

Forms of Bullying Covered by this Policy

- Bullying can happen to anyone. This policy covers all types of bullying including:
- name calling
- taunting
- mocking
- making offensive comments
- physical assault
- taking or damaging belongings
- cyber bullying - inappropriate text messaging and e mailing; sending offensive or degrading images by phone or via the internet
- producing offensive graffiti
- gossiping and spreading hurtful and untruthful rumours
- excluding people from groups

The policy covers all bullying incidents which may be related to:

- race, religion or culture
- special educational needs or disability
- appearance or health conditions
- sexual orientation (homophobic, biphobic and transphobic bullying)
- related to home circumstances e.g young carers or looked after children
- sexist or sexual bullying
- cyber bullying

Preventing, Identifying and Responding to Bullying

We will:

- Work with staff and outside agencies to identify all forms of prejudice-driven bullying
- Actively provide systematic opportunities to develop pupils' social and emotional skills, including their resilience
- Consider all opportunities for addressing bullying including through the curriculum, through displays, through peer support and through the Pupil Council
- Train all staff to identify bullying and follow Academy policy and procedures on bullying
- Actively create '*safe spaces*' for vulnerable pupils

Involvement of Pupils

We will:

- Regularly seek pupils' views on the extent and nature of bullying
- Ensure pupils know how to express worries and anxieties about bullying
- Ensure all pupils are aware of the range of sanctions which may be applied against those engaging in bullying
- Involve pupils in anti-bullying campaigns in schools
- Publicise the details of helplines and websites
- Offer support to pupils who have been bullied
- Work with pupils who have been engaged in bullying in order to address the difficulties they may have

Liaison with Parents and Carers

We will:

- Ensure that parents know whom to contact if they are worried about bullying.
- Ensure parents know about our complaints procedure as found on the school website [Complaints Policy](#).
- Ensure parents know where to access independent advice about bullying.

- Work with parents and the local community to address issues beyond the Academy gates that give rise to bullying.

Links with Other Policies and Practices

This policy links with a number of other policies, practices and action plans including:

- Complaints Policy
- Behaviour Policy
- PSHCE Policy
- The Recording of Racial Incidents

Monitoring & Review, Policy into Practice

We will review this policy at least once every two years, or sooner if incidents occur that suggest the need for review.

Responsibilities

This policy only works if it ensures that the whole Academy community understands that bullying is not tolerated and understands the steps that will be taken to both prevent and respond to bullying.

It is the responsibility of:

- Governors to take a lead role in monitoring and reviewing this policy.
- Governors, the Headteacher, Senior Managers, Teaching and Non -Teaching staff to be aware of this policy and implement it accordingly.
- The Headteacher to communicate the policy to the Academy's community.
- Pupils to abide by the policy.

The named contacts for this policy are:

- Johanna Brown - SENCo/Inclusion Manager
- Becky Nicholson - Headteacher
- Jeanette Ring and Melanie Martin - Behaviour Mentors
- The nominated Governor with the responsibility for Anti-bullying (Behaviour) is Mrs E Green

Please also refer to Meopham Community Academy Anti-Bullying strategies (Appendix 1).

Appendix 1

Meopham Community Academy: Anti-Bullying Strategies

Date	Highlight Strategies Used
Wave One	
	Academy Charters are displayed in classrooms to make expectations clear
	All staff follow the behaviour policy to maintain good order and discipline
	Anti- bullying assemblies are held on a regular basis
	Worry boxes in classrooms and outside Pupil support enable pupils to their share concerns
	Incidents affecting pupil well-being are discussed at both weekly Pupil Support Team meetings and staff meetings
	Anti- bullying weeks are held each year to raise pupil awareness of how to keep safe
	ChildLine Posters are displayed in the school
	PHSCE lessons in classes give children time to discuss concerns and how to manage them
	Children are encouraged to 'tell' older pupils, staff or parents of any concerns re: bullying
	All classes have a toilet system to restrict numbers of unsupervised children in the toilets
	The pupil council enables members from each year group to share ideas
	Buddies/ playground friends/ peer mediators
	Lunchtime book/ assembly book monitored by behaviour mentor
	Lunchtime staff line managed by behaviour mentors
	Lunchtime staff informed of any vulnerable children for extra vigilance by behaviour mentors
	All staff encouraged to involve the pupil support team with any concerns so that action can be taken quickly
Waves Two and Three	
	Parents are kept informed about how to contact school if they have concerns about bullying
	When concerns are raised the pupil support team meet the individuals involved to investigate and plan next steps
	Worry circles may be held to seek children's views
	Following investigation, a 4W (reflection sheet) may be issued to the bully and parents contacted
	Sanctions may be imposed e.g. playground access restricted
	Meetings may be arranged with parents of the bully and victim (this may lead to a personal support plan which is reviewed regularly)
	The 'Circle of friends' strategy may be employed by a member of the support team to help the victim
	The victim or bully may be given individual support by a member of the support team
	Children may be offered/ directed to supported play
	Serious or repeated incidents will be referred to the Deputy Headteacher/ Headteacher
	Incidents of bullying are reported to governors in the Inclusion Manager's report at the FGB