



The Meadows
Primary School

Anti-bullying policy

May 2023

Review date: May 2024

Anti-Bullying Policy

1. Definition:

At The Meadows Primary School we accept the following as a definition of bullying:

Bullying is when someone (or a group of people) picks on you, hurts you, calls you names, threatens or says nasty things about you, takes your things and friends away **and keeps on doing it**, making you feel frightened and/or unhappy. Bullying behaviour is explained to the children as **Several Times On Purpose (STOP)**. In addition to this, children are taught to **Start Telling Other People (STOP)** if they feel they are being bullied.

It can be:

Physical - hitting, kicking, spitting, tripping someone up, stealing/damaging someone's belongings, etc.

Verbal - name-calling, insulting a person's family, threats of physical violence, spreading rumours, constantly putting a person down.

Emotional/psychological - excluding someone from a group, humiliation, creating a feeling of danger.

Racist - insulting language/gestures based on a person's actual or perceived ethnic origin or faith, name-calling, graffiti, racially motivated violence.

Sexual - sexually insulting language/gestures, name-calling, graffiti, unwanted physical contact.

Homophobic - insulting language/gestures based on a person's actual or perceived sexuality, name-calling, graffiti, homophobic violence.

Electronic/Cyber - bullying by text message, bullying on the internet (in chat rooms, on bulletin boards and through instant messaging services), hate websites.

Bullying is the abuse of power by one person or a group over another.

All of the types of behaviour listed above are unacceptable and will not be tolerated at this school. The Meadows Primary takes bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.

2. Aims

The Governors and staff at The Meadows Primary School believe that bullying damages the way people feel about themselves, lowers self-esteem, increases fears for safety and may affect their lives as they grow up. It is an aim for everyone to:

- Have friends
- Feel safe
- Feel able to trust one another
- Not be scared to come to school
- Expect people to be kind
- Not be made fun of
- Not be made to feel sad

3. Anti-bullying measures

The following measures will be taken to create a culture where mutual respect and high self-esteem combat bullying:

- i. The **Several Times On Purpose** slogan is shared with children at all ages.
- ii. Explicitly taught PSHE units using the Jigsaw scheme which address peer relationships, racism and homophobia, and bullying.
- iii. An annual Anti-bullying week and regular references in assemblies to respecting others.
- iv. Combating cyber-bullying is taught in the computing scheme of work, through whole school Safer Internet Day annually and regular assemblies.
- v. An annual pupil survey where behaviour and anti-bullying will feature in the questions to pupils.
- vi. The work of the School Council in bringing pastoral concerns to the attention of the SLT.
- vii. CPD on identifying and combating bullying for all staff.
- viii. Behaviour policy, child protection/safeguarding policy and procedures, SEN guidelines and school aims.
- ix. Equalities Team review and plan actions related to protected characteristics and ensuring representation of our diverse world.

4. Procedures to follow

The following, consistent approach should be used when investigating allegations of bullying:

1. As children have been made aware of the **Several Times On Purpose** slogan, they understand that they should ask for it to **STOP** as the first action. The second action is to **Start Telling Other People** so that adults are aware of the situation.
2. If bullying is suspected or reported, the member of staff who has been approached will discuss the incident with the victim and ascertain whether bullying has indeed taken place (as defined by this policy) or whether the child has been upset by a breach in the **Meadows Promise**, which can be dealt with in accordance with the school Behaviour Policy.
3. Once an incident of bullying has been established, a clear account of the incident/s will be recorded on CPOMs and reviewed by the Headteacher / Deputy Headteacher. The Headteacher will review CPOMS records of accusations of bullying, although these will not be passed on to any other party.
4. The Headteacher / Deputy Headteacher will use the "Method of Shared Concern" (Appendix 1) to attempt a resolution where the "bully or bullies" empathise with the feelings of the victim and agrees to alter their behaviour. This will be considered a notice to stop, where the perpetrator needs to alter their behaviour patterns. Parents/Carers will be informally informed at this point, usually by phone, to reassure them that the matter is being resolved.
5. Should further incidents occur, all children involved will then be re-interviewed and the parents of both parties informed. Should conflicting reports of the incident be reported, the Headteacher will determine what has occurred on 'the balance of probabilities'. At this point, sanctions may be applied to the perpetrator/s in line with the school's behavior policy.

The school will review this policy and assess its implementation and effectiveness throughout the school.

Appendix 1 - Method of shared concern

Phased approach: Conflict is most easily resolved when the people in conflict have a sense of a long-term future together.

Phase 1: individual meetings to reach agreement that the pupil concerned is unhappy in school and agree individual action plans. Notice to STOP given to the perpetrator/s. Phone call to victims parents to outline actions being taken and contact parents/carers of all children

Phase 2: A week later. Follow up to find out about effectiveness of individual action, to celebrate success and, if appropriate, set new targets. Inform staff of concerns and actions in place.

Phase 3: 2 weeks later – meet pupils individually or as a group (if appropriate) to determine long term changes. If still concerns, contact parents of both parties to follow up with next step actions and plan to meet again with pupils and parents 4 weeks later to ensure success of actions. If still not successful move to Phase 4.

Phase 4: Put additional measures in place that may include separation of individuals and increased supervision.



**Additional Guidance for
Anti-Bullying (Adults on the school site)**

Status	Date
Staff	Summer 2023
Reviewed AGC Governors	Summer 2023
Revision due	Summer 2024

Rationale

The Governors and Staff at The Meadows Primary School work as a team to ensure the well-being and safety of everyone within the community. The following procedures are intended to set out our School's approach to behaviour exhibited by adults, on our school site, which may be deemed as threatening to other members of our community.

Procedures

- If any member of staff is made aware of what may be considered as 'threatening behaviour', he/she will inform the Deputy/Headteacher.
- The Headteacher will ask for a record of what has been seen/heard and file confidentially for future reference, should it ever be required.
- If the behaviour exhibited was considered to be physically or emotionally detrimental to the well-being of staff or children, the Headteacher and Deputy Headteacher together, will meet with the parent to explain why the behaviour was considered to be unacceptable.
- An adult may report an incident to a class teacher or directly to the Headteacher; this will be recorded along with any further log of events, all of which will be kept confidentially. The School **will not** act immediately to allegations made by one adult about another. However, any incidents reported will be logged and staff will monitor behaviour around the school site.
- If a problem persists over a more considerable amount of time and there is evidence from members of staff, the Chair of Governors and Director of Primary at Futura Learning Partnership will be informed. These people, along with the Headteacher will then work with the Community Police Officers to find the best way to resolve any issues.
- If the threatening behaviour continues then it may result in an adult being banned from the school site.
- At all times, the well-being and safety of the children and staff on our school site will be put first.