



QUEENSMEAD PRIMARY ACADEMY

Anti-Bullying Procedure:

Queensmead Primary Academy has high standards of teaching and learning which challenge our pupils to achieve. Alongside this we are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere.

Bullying of any kind is unacceptable at our school.

If bullying does occur, all pupils should be able to tell someone and know that incidents will be dealt with promptly and effectively.

This procedure should be read in conjunction with the GAT Anti-Bullying Policy available through the website as well as the Pupil Behaviour and Exclusions Policy. In addition, the QPA Behaviour Management Protocol.

Bullying of any kind is unacceptable at our school.

Bullying hurts. It demeans and takes away people's sense of self-worth and importance causing emotional damage that can be long-lasting. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect.

We have a responsibility to respond promptly and effectively to issues of bullying.

DEFINITION OF TERMS

What is bullying?

Bullying can be defined as **repeated** hurtful or aggressive behaviour by one or more people with the deliberate intention to cause emotional or physical harm to another person.

With Children we use the acronym '**STOP**' - **Several Times On Purpose and 'Start Telling Other People'**.

We emphasise that bullying is not a single incident.

Bullying can happen in a number of ways including:

Emotional – being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures), being bossed around, hurting peoples feelings, being nasty, unfriendly, mean, blackmail)

Physical – pushing, kicking, hitting, punching or any use of violence, pushing people around.

Racist – racial taunts, graffiti, gestures

Sexual – unwanted physical contact or sexually abusive comments

Homophobic – associated with or focused on the issue of sexuality

Verbal – name-calling, sarcasm, spreading rumours, being teased.

Cyber-bullying - E-mail, text or social networking bullying.

About faith/religion or culture

Disability – SEN

Bullying through a 3rd party

AIMS AND OBJECTIVES

The aim of our anti-bullying procedure is to:

- Clarify for pupils, staff, and parents what bullying is and that it is **always** unacceptable.
- Promote a secure, stimulating, positive and mutually respectful and inclusive environment for learning.
- Help pupils develop a sense of self discipline and responsibility for their own actions.
- To have in place an anti-bullying support system that all staff and pupils understand and applying the system consistently.
- To regularly monitor and review the policy with the full involvement of staff, pupil, parents/carers and the wider school community.

PRACTICE AND PROCEDURES

What we do to prevent bullying

All members of the school community are expected to report incidents of bullying. All staff are trained in how to identify and respond to signs of bullying.

Early identification:

Signs and symptoms

A child may indicate by signs or behaviour that they are being bullied. Adults should be aware of these possible signs and that they should investigate if a child shows any signs of distress, changes in behaviour such as reluctance to go out to play etc.

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should always be investigated.

Prevention

We will use various methods for helping children to prevent bullying and raise awareness. As and when appropriate, these may include:

School rules	Having discussions about anti-bullying and why it matters
Positive playtimes (see policy)	Discussions at Rights Respecting School Council meetings
Peacekeepers	Assemblies
Work with vulnerable children –social breakfast	Newsletters
Signing a behaviour contract	Website
Role-plays	PSHE + C Curriculum
Behaviour policy	Training for all staff
Anti-racist policy	Friendship bench
Inclusion policy	

Learning mentor	Anti-bullying week
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We provide :

- A curriculum that is used to promote an anti-bullying ethos and to develop children’s self-esteem. E.g. PSHCE, RE
- Appropriate training given to staff on the identification and prevention of bullying.
- Provision for the anonymous reporting of bullying incidents and concerns.
- Regular monitoring to identify changes in bullying ‘hot spots’.
- An induction process for new children and their parents with regards to the policy.
- Bespoke programme of support work with vulnerable children.

Parents/Carers

We expect that parents/carers will understand and be engaged in everything that is being done to make sure their child enjoys, and is safe at, school.

Pupils

We expect that Pupils will:

- Support staff in the implementation of the policy.
- Be involved in the monitoring and review of the policy.
- Feel confident that everything is being done to make school a safe and secure environment for them to achieve and learn.
- Feel supported in reporting incidents of bullying.
- Be reassured that action regarding bullying will take place.

Recording

Concerns are reported and recorded in CPOMs These are analysed by the Learning Mentor for frequency and type.

Incidents identified as bullying are reported to a senior member of staff.

Parents are informed about what has happened and how it has been dealt with. Records of discussions are filed and minutes are taken.

Dealing with an Incident

Whenever a bullying incident is reported, school will go through a number of prearranged steps. The exact nature of each step will depend in part on the nature of the incident and those involved.

Steps could include:

- Talking through incident with bully and person bullied
- Helping bully and victim to express feelings
- Talking about which rule(s) has/have been broken
- Discussing strategies for making amends
- A programme to support personal development and understanding

We proactively use the ‘Start telling Other People’ material to raise awareness in order to pre-empt bullying behaviour.

Monitoring

After incidents have been investigated and dealt with, each case will be monitored to ensure that repeated bullying does not take place.

Data from monitoring and feedback, provided by staff, families and pupils is used to review and update the policy annually.