

  
Proud to be a Bright Futures EDUCATIONAL TRUST school

# **Marton Primary Academy and Nursery**



**Working Together To Be The Best We Can Be**

## **Anti-Bullying Policy**

**Approved by the Full Governing Body March 2023**

# MARTON PRIMARY ACADEMY AND NURSERY ANTI-BULLYING POLICY

**‘Working Together To Be The Best We Can Be’**

<b>Contents</b>	<b>Page</b>
Introduction	3
Links to Other Policies	
Aims	
Objectives	4
What is bullying	
What bullying is not	
Signs of bullying	
Action against bullying- adults/children/parent responsibilities	5
Positive action to prevent bullying	6
Intervention Strategies	
Procedures for dealing with bullying	
Sanctions available	
Complaints Procedure	7
Review	
<b><i>Appendices:</i></b>	
Help Organisations	8

# **MARTON PRIMARY ACADEMY AND NURSERY ANTI-BULLYING POLICY**

**‘Working Together To Be The Best We Can Be’**

## **INTRODUCTION**

**At Marton we aim to provide a safe and welcoming environment  
where all children feel nurtured, valued and happy.**

At Marton Primary Academy and Nursery, we strongly believe that all children have the right to learn in a supportive, caring and safe environment without the fear of being bullied. We regard all bullying in any form, by anyone as unacceptable and we will not tolerate bullying behaviour in our school. We will not accept any form of behaviour which hurts, threatens or frightens any member of our school community.

Incidences of bullying affect everyone from the bully to the witnesses who are in the vicinity of a victim. If left unchecked, bullying can have detrimental effects on our pupils’ mental and emotional well-being which in turn affects their learning. The aim of this policy is to reduce bullying within our academy by incorporating clear mechanisms to deal with any type of bullying that is reported.

This policy adheres to the following guidance:

Preventing and Tackling Bullying (DfE 00160-2017)

Cyber Bullying – Advice for Headteachers and School Staff (DfE 00652/2014)

## **LINKS TO OTHER POLICIES**

This policy should be read in conjunction with the following school policies:

Behaviour Policy

Child Protection and Safeguarding Policy

Equalities Policy

Relationships Policy

## **AIMS**

To offer an environment free from verbal and physical abuse and to provide an education free from humiliation and oppression where everyone has the chance to partake in the social and educational opportunities offered by the school.

To achieve a situation in which all involved parties understand and subscribe to the fact that bullying is unacceptable behaviour.

To reduce and seek to eliminate bullying in all of its forms, throughout the school.

To report and record all instances of bullying consistently and in a constructive manner.

## **OBJECTIVES**

To take action to deal with bullying incidents when they occur.

To regularly monitor the level of bullying within the school.

To undertake curriculum activities with pupils to raise awareness of the unacceptability of bullying.

To enable children to have the confidence to report bullying when it occurs.

To inform parents of the school's approach to bullying prevention through access to this policy.

## **WHAT IS BULLYING?**

**Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms and is often motivated by prejudice against particular groups, for example on the grounds of race, religion, gender, sexual orientation, special educational needs or disabilities or because a child is adopted, in care or has caring responsibilities.**

DfE: Preventing and Tackling Bullying 2017

### **Bullying can be:**

Emotional: being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)  
Physical: pushing, hitting, kicking, punching or any other use of violence  
Racist: racial taunts, graffiti gesturing  
Sexual: unwanted physical contact or sexually abusive comments  
Homophobic: because of, or focusing on the issue of sexuality  
Verbal: name-calling, sarcasm, spreading rumours, teasing  
Cyber: all areas of internet, such as email & internet chat room misuse, mobile threats by text messaging & calls misuse of associated technology, i.e. camera & video facilities

### **Bullying is not:**

Children falling out with each other  
One off events  
Children choosing to change friendship groups  
Children choosing who they play with and who not to play with

## **SIGNS OF BULLYING**

**Children who are being bullied may display some of the symptoms described below:**

Bed wetting  
Cries easily  
Fretful  
Tearful  
Aggressive

Becomes secretive  
Sleep patterns disrupted  
Stops eating  
Sudden disinterested in school work  
Reluctance to come to school  
Bruises or marks

## **ACTION AGAINST BULLYING**

Every adult at Marton Primary Academy is responsible for the welfare of the pupils.

### **All adults at Marton will:**

- Take bullying seriously and investigate the facts of any incident.
- Support children who are being bullied.
- Encourage bullies to change their behaviour through guidance and support.
- Encourage children to “tell”.
- Break up groups of bullies.
- Use positive peer pressure to encourage good, non-bullying behaviour.
- Meet with bullies and victims individually.
- Encourage co-operative working/play.
- Record and investigate all reported incidents and take action in liaison with the Vice Principal.
- Inform the Academy’s Safeguarding Designated Officer (Inclusion Lead/SENDCo) of any severe cases of bullying.

### **We encourage each child to:**

- Tell yourself - “I don’t deserve to be bullied”.
- Try to show that you are not upset.
- Try being assertive - shout “go away” loudly or walk quickly and confidently away.
- Get your friends to support you positively.
- Show that you and your friends disapprove.
- Talk to an adult.
- Show understanding and support to children who may be bullied.
- Be careful about teasing or personal remarks.
- Don’t stand by and watch - tell an adult straight away.
- Remember, we are all individuals and different and we should be allowed to be proud of it.

### **Parents can help by:**

- Listening to your child.
- Trying not to overreact.
- Showing sympathy but try not to dwell on the situation.
- Telling your child that bullying exists and it’s not their fault.
- Checking all the facts – is it bullying or friendship problems, which may resolve naturally?
- Talking about possible strategies for your child to use – try the websites listed at the end of the policy.
- Encouraging your child to tell a teacher.
- If the situation is serious, contact the class teacher yourself.
- Not taking the matters into your own hands.
- Setting a good example.
- Not encouraging children to take matters into their own hands.

## **POSITIVE ACTION TO PREVENT BULLYING**

In order to achieve the aims and objectives as set out in this policy, the Academy will undertake the following actions:

- Provide good staff role models who show care, politeness, respect and honesty towards others.
- Model and actively teach appropriate responses to a wide range of scenarios.
- Implement Anti-Bullying lesson plans through PHSE lessons, Philosophy for Children Sessions and during Anti-Bullying Week.
- Make use of assemblies and curriculum opportunities to raise pupil awareness.
- Keep e-safety high profile within the curriculum.
- Supervised internet access and blocking of chat sites in school.
- Implement a whole school reward system for good behaviour. (*DOOBEEES*)
- Respond and take appropriate action when bullying has been deemed to have taken place in accordance with the policy.
- Promote self-esteem, security, identity and a sense of belonging.

## **INTERVENTION STRATEGIES**

In addition to preventative measures, there are a number of interventions in place to support pupils who are initiating bullying or who are being bullied. These include:

Co-operative group work

Nurture sessions

Mentoring

Home visits by Pupil Welfare Officer (when bullying affects attendance)

## **PROCEDURES FOR DEALING WITH BULLYING**

Provide support for the child/children being bullied.

Talk with the bullies and the bullied individually in confidence.

Use restorative justice consistently to discuss the behaviour together.

Inform parents of victim and perpetrator.

Record all incidents on CPOMS.

Monitor the situation until the problem is resolved.

## **SANCTIONS AVAILABLE**

Withdrawal from playtime (which may involve writing a letter of apology).

Withdrawal from representing the school.

Withdrawal from favoured activities.

Withdrawal of privileges.

Exclusion from peers.

Referral to senior staff.

Exclusion from school.

## COMPLAINTS PROCEDURE

Where a complaint is received about bullying, the Academy will:

Invite parents to discuss the matter with member of the Senior Leadership Team.

Keep a written record of the discussion and nature of complaint.

Share the record of actions already taken with parents and undertake further investigation if necessary.

Agree and record further action to be taken with parents.

## MONITORING, EVALUATION AND REVIEW

The date of the next review is Spring Term 2026.

Signature:

Date: 9<sup>th</sup> March 2023

Trish Latimer;  
Chair of Governors:



Signature:

Date: 9<sup>th</sup> March 2023

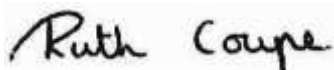
Alice Coyle  
Head of School



Signature:

Date: 9<sup>th</sup> March 2023

Ruth Coupe  
Executive Principal



## **APPENDIX 1: HELP ORGANISATIONS**

For further support, links and advice visit:

Kidscape website: [www.kidscape.org.uk](http://www.kidscape.org.uk)

Anti-Bullying Alliance website: [www.anti-bullyingalliance.org.uk](http://www.anti-bullyingalliance.org.uk)

Young Minds website: [www.youngminds.org.uk/bullying/help](http://www.youngminds.org.uk/bullying/help)