



THE MILFORD ACADEMY BULLYING POLICY

TO BE Ratified at Governors 08.07.21

DRAFT

M - Motivated

I - Independent

L - Learning

F - Forward Thinking

O - Outstanding

R - Respect

D - Determined

Bullying

What is Bullying?

Bullying is purposeful and repeated negative action conducted by an individual or group and deliberately directed against an individual/ a group of individuals.

Bullying can take different forms:

- **Verbal bullying:** name calling, use of threatening or provocative language, etc;
- **Psychological bullying:** excluding an individual from group play, refusing to talk to or even acknowledge an individual;
- **Physical bullying:** hitting, kicking, grabbing an individual; taking or hiding another's property etc.
- **Cyber bullying:** using electronic means to intimidate.

At The Milford Academy we acknowledge that bullying does happen from time to time – indeed, it would be unrealistic to claim that it does not. However, it is our aim to:

- Ensure that all children and adults within school community have a common understanding of what bullying is:
- Minimise all forms of bullying:
- Deal effectively with all incidents of bullying:
- Communicate clearly to children and parents the school's strong response;
- Continually work to maintain a warm and harmonious atmosphere within school;
- To work with our whole school community to help them deal effectively with bullying situations which they may encounter in all aspects of their lives.

Appropriate sanctions will be applied to pupils who have bullied others. This may include missing playtimes, lunchtimes and out of school visits and activities or being placed in another class for an appropriate period of time for example.

Whole school strategies to minimise Bullying

1. A regular programme of PSHE work (including assembly time), will support this policy. This includes specific highlighting of bullying and its associated issues in Anti Bullying week in the Autumn term.
2. There will be regular teacher – class discussion, e.g. during class assembly time, dealing with friendship/playtime issues and a regular item at The Voice of Milford meetings.
3. Peer support will be strongly emphasised: children will be taught how to effectively support a bullied child and how to resist “joining in” with bullying.
4. Every Autumn Term the pupils are reminded of the Anti-Bullying Code and posters are made and displayed in classrooms and around school.
5. The Anti-Bullying Code is re-visited each half term in assemblies.
6. 1:1 support for pupil's with our Achievement Manager, who has a flexible timetable to deal with incidents as they occur.

Children in school are given the advice that:

If they see someone being bullied, they:

- DON'T rush over and take the bully on;
- DO let a teacher or other staff member know immediately (or as soon as you possibly can);
- DO try to be a friend to the person being bullied;
- DON'T be made to join in;
- DO try to help the bully stop bullying/

If they are a victim of bullying, they:

- TELL a teacher or another adult in school;
- TELL your family;
- TAKE a friend with you if you are scared to tell someone by yourself;
- KEEP telling people until someone listens;
- DON'T blame yourself for what has happened.

How the school responds to specific allegations of Bullying

1. Children will know who to talk to in the first instance. This will be their class teacher, but it could also be another adult known to them in school e.g. Teaching Assistant, Achievement Manager, Head Teacher etc; School Counsellor; a Midday Supervisor; a friend/playground leader/a Voice of Milford Member; a family member etc.

The children must be given every opportunity to report the bullying in the first instance. Usually, it will be the class teacher/s who will follow up allegations. Therefore, any other adult in a position of responsibility should feed back to the class teacher/s as soon as possible.

2. The class teacher/s takes steps to discuss the problem with the children concerned to establish the situation and talk through any issues. An early resolution is sought using these tactics.
3. Both bullied and bullying parties are informed that the situation is being monitored by the class teacher/s and all other staff in school.
4. If there is no improvement, or further bullying occurs, the parents of the bullying child will be contacted in order to come into school to discuss the problem and to make clear that a zero tolerance policy is being adhered to. This meeting will include the Head Teacher/Deputy Head Teacher if necessary. If further bullying takes place, there is a possibility that restrictive sanctions may be applied or in severe cases the possibility that the bully will be excluded for a fixed term in the first instance.
5. As a result of the discussion clear expectations are laid down as to:
 - Expected behaviour and attitudes;
 - Where the bullying child should be at specific times of the day;
 - Who they should report to, and when;
 - Who they should keep away from;
 - What are the arrangements for beginning/ending lessons, lunchtimes, starting and ending the day.

Individual circumstances will determine the precise arrangement to be made.

6. Support is given to the bullying child to raise their self esteem and develop appropriate social skills.
7. Support will be provided for the victims of bullying using a variety of mechanisms *as appropriate to the child and situation*.

Examples of these are: Counselling, small group SEAL, Achievement Manager, bplayground support from buddies/peers, regular contact with parents/carers, time out at break times to talk to adults in school/share activities with peers, whole class discussion.

Cyber Bullying

We recognise that the vast majority of cases of cyber bullying will occur out of school. However, we understand that this will have a detrimental effect on school life and as such we need to support all parties involved to resolve any issues caused.

School will work positively with parents/carers to provide information which may be relevant, for example: rules governing social networking sites etc.

As part of our Safety Curriculum, children of all ages learn about e safety in an age appropriate way (E-Safety agreement). They are aware of how to use the internet safely and what to do if they encounter cyber bullying or anything else which is inappropriate. Specific teaching happens over the course of the year for all age groups.

School ICT equipment will not be used for anything other than educational purpose. Children not following guidance will not be permitted to use the school system and parents will be contacted.