



King's Academy Meadow Vale

Anti-Bullying Policy

Reviewed date	February 2025
Next review	February 2028
Ratified by	Local Governing Board

In partnership with the whole community and through an engaging curriculum, we aspire to nurture and empower every child to flourish.

We will encourage, inspire, motivate and support them to achieve their potential so they become confident, considerate, resilient and active members of society.

Aim

The aim of the Anti-Bullying Policy is to ensure that pupils learn in a mutually respectful, supportive, caring and safe environment without the fear of being bullied. Bullying is anti-social behaviour and affects everyone: it is unacceptable and will not be tolerated. The Headteacher is responsible for ensuring that the academy's practice is in line with this policy.

Definition

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. The main types of bullying are:

- Emotional- being unfriendly, excluding or tormenting
- Physical- pushing, kicking, hitting or using any kind of violence
- Racist- taunts, graffiti or gestures
- Verbal- name calling, spreading rumours or taunting
- Sexual- unwanted physical contact or sexually abusive comments
- Cyber-bullying- using technology to harass, target or threaten others

Bullying is not:

One-off incidents: Bullying is persistent and repetitive, and generally fits a pattern of behaviour.

Mutual conflict: A disagreement, argument or fight in which both parties have equally participated and where there is no imbalance of power. It is important to make the distinction between bullying and friends 'falling out' with each other. Falling out is an inevitable part of a child's life. A single incident involving conflict – aggression, intimidation or nastiness – is also not bullying.

Please see Appendix A for a version of this message that is shared with children.

Indicators

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from the academy. Pupils will be encouraged to report bullying in our academy.

Teaching staff and support staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with the academy policy.

Statutory duty of academies

The Headteacher has a legal duty under the Education Act 2002, Education and Inspections Act 2006 and the Equalities Act 2012 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils. The DfE also outlines the specific statutory power, held by headteachers, to discipline pupils for poor behaviour outside of the academy premises. Section 89(5) of the Education and Inspections Act 2006 gives headteachers the power to regulate pupils' conduct when they are not on academy premises and are not under the lawful control or charge of a member of academy staff.

Implementation

The Anti-Bullying Policy has been revised in consultation with the whole academy community. Responsibilities are identified as follows:

Academy:

The following steps will be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached
- A clear account of the incident will be reported to the Headteacher
- The Headteacher will interview all concerned
- All other staff will be informed of the incident
- Parents will be kept informed
- Take advice from external agencies, if deemed appropriate
- Records of bullying will be held in the Behaviour Log in the Headteacher's office

Parents:

Children may make disclosures to parents at home or parents may notice a change in behaviour that is not evident in academy. Parents should feel confident that they can come into academy with their concerns and speak to either the classteacher or a senior member of staff. Parents have the right to make a complaint if it is felt that a bullying incident has not been dealt with effectively.

Actions will be agreed at this meeting and parents should be given feedback as to the outcome. They should also be encouraged to make further contact if the difficulty does not appear to have been addressed or the behaviour is repeated.

We would always prefer that difficulties in relationships between children were resolved in academy and would discourage parents from intervening themselves. However, the academy will support victims of bullying outside of the academy, if the perpetrator or victim is a member of the academy's community.

Pupils:

Pupils who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with their classteacher or the Headteacher
- Reassuring the pupil and ensuring appropriate strategies are employed
- Offering continuous support
- Providing opportunities for restoring self-esteem and confidence

Pupils who have bullied will be helped by:

- Discussing what happened
- Discovering why the pupil became involved
- Establishing the wrong doing and the need for change
- Informing parents to help change the attitude of the pupil

The following disciplinary steps can be taken:

- Official warnings to cease offending
- Being kept in at break-time
- Exclusion from certain areas of the academy or activities
- Minor fixed term exclusion
- Major fixed term exclusion
- Permanent exclusion

Any of the last three steps should only be considered in very extreme circumstances.

Within the curriculum the academy will raise the awareness of the nature of bullying through inclusion in PSHE, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour.

Monitoring, evaluation and review

The academy will review this policy every 3 years unless required to do so earlier by legislation or circumstances. The review will assess its implementation and effectiveness. The policy will be promoted and implemented throughout the academy.

This policy should be read in conjunction with the academy's Behaviour, Equality, Child Protection, Confidentiality, Learning and Teaching and E-safety policies.