



Millbay and High Street Primary Academies

Anti-Bullying Policy

Approval Date	Reviewed February 2023
Policy Owner	Steph Macdonald
Adopted by the Trust/Millbay Academy	23 February 20023
Review Date	September 2025

Objectives

Millbay and High Street Primary Academies Anti-Bullying Policy outlines what we will do to prevent and tackle bullying.

Definition of bullying

Bullying is:

“Behaviour by an individual or a group, usually repeated over time, that intentionally hurts another individual either physically or emotionally”.

Bullying can include:

name calling, taunting, mocking, making offensive comments,; kicking; hitting; taking belongings; inappropriate text messaging and electronic messaging (including through web-sites, Social Networking sites and Instant Messenger); sending offensive or degrading images by phone or via the internet; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours.

Forms of bullying covered by this Policy

Bullying can happen to anyone. This policy covers all types of bullying including:

- ❖ Bullying related to race, religion or culture.
- ❖ Bullying related to special educational needs.
- ❖ Bullying related to appearance or health conditions.
- ❖ Bullying related to sexual orientation.
- ❖ Bullying of young carers or looked after children or otherwise related to home circumstances.
- ❖ Sexist or sexual bullying.
- ❖ Cyber bullying.

Preventing, identifying and responding to bullying

We will:

- Work with staff and outside agencies to identify all forms of prejudice-driven bullying.
- Actively provide systematic opportunities to develop pupils' social and emotional skills, including their resilience.
- Consider all opportunities for addressing bullying including through the curriculum, through displays, through peer support and through the School Council.
- Train all staff to identify bullying and follow school policy and procedures on bullying.

Involvement of pupils / students

We will:

- Canvas children's views on the extent and nature of bullying.
- Ensure pupils know how to express worries and anxieties about bullying.
- Ensure all pupils are aware of the range of sanctions which may be applied against those engaging in bullying.
- Involve pupils in anti-bullying campaigns in schools.

- Offer support to pupils who have been bullied.
- Work with pupils who have been bullying in order to address the problems they have.

Liaison with parents and carers

We will:

- ❖ Ensure that parents / carers know whom to contact if they are worried about bullying.
- ❖ Ensure parents know about our complaints procedure and how to use it effectively.
- ❖ Ensure parents / carers know where to access independent advice about bullying.
- ❖ Work with parents and the local community to address issues beyond the school gates that give rise to bullying.

Links with other school policies and practices

This Policy links with a number of other school policies, practices and action plans including:

- Single Equality Policy
- Behaviour Policy
- Attendance Policy
- SEN Policy
- Inclusion Policy

Monitoring & review, policy into practice

We will review this Policy at least once every two years as well as if incidents occur that suggest the need for review. The school will make reference to, and use of, any current guidance available at the time.

Responsibilities

This Policy only works if it ensures that the whole school community understands that bullying is not tolerated and understands the steps that will be taken to both prevent and respond to bullying.

It is the responsibility of:

- School Governors to take a lead role in monitoring and reviewing this policy.
- Governors, the Headteacher, Senior Leaders, Teaching and Non Teaching staff to be aware of this policy and implement it accordingly.
- The Headteacher to communicate the policy to the school community.
- Pupils to abide by the policy.

The named contact for this policy is: Steph Macdonald

This document has been completed, ensuring that all concerned with its production have taken into account current legislation relating to race, sexual orientation, gender, age, ability and disability.

This will ensure that, where possible and within the limits of reasonable adjustment, we meet the needs of every child and adult linked to the life of the school.

BULLYING INCIDENT FORM

Name of school			
Name of Victim			
Name of Perpetrator			
Date of incident		Date reported	
Reported by		Reported to	

DETAILS OF PUPILS INVOLVED

Name	Year Group	Gender	Ethnic origin	Role(e.g. bully, colluder, bystander, rescuer)

DETAILS OF INCIDENT

Type of incident e.g: race, gender	
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Behaviour involved (tick as many as required)

	Tick	Describe the incident
Ignoring		
Damage to property		
Taking possessions		
Verbal abuse/ Name calling		
Graffiti		

Physical assault		
Spreading rumours		
Threatening		
Texting		
E- Mailing		
Other (please specify)		

Frequency and duration of the Bullying Behaviour (tick best fit)

Once or twice		Persisting throughout the term	
Several times this half term		Persisting for more than a term	

Action taken

Action Taken	Results
Checked for earlier incidents involving same pupils	
Notified class teacher	
Notified parents	

Details of action agreed with pupil	
Discussions with involved pupils	
Ongoing support of pupil by staff member	
Follow up date set	
Sanctions given	
Other actions(please tick)	Results
Medical treatment	
Police involvement	
Support from mentor	
Report to Governors	
Referral to other agencies	