

#  Martlesham Primary Academy

Anti-Bullying Policy

Date of Policy: September 2023

Date Adopted: September 2023

Date for Review: September 2024

**Martlesham Primary Academy Anti-Bullying Policy**

## Statement of intent

Martlesham Primary Academy believes that all pupils are entitled to learn in a safe and supportive environment; this means being free from all forms of bullying behaviour. This policy outlines how instances of bullying are dealt with, including the procedures to prevent occurrences of bullying.

These strategies, e.g. learning about tolerance and difference as part of the school’s curriculum, aim to promote an inclusive, tolerant and supportive ethos at the school.

The Education and Inspections Act 2006 outlines several legal obligations regarding the school’s response to bullying. Under section 89, schools must have measures in place to encourage good behaviour and prevent all forms of bullyingamongst pupils. These measures are part of the school’s Behaviour Policy, which is communicated to all pupils, school staff and parents.

All staff, parents and pupils work together to prevent and reduce any instances of bullying at the school. There is a zero-tolerance policy for bullying at the school.

**Definition**

Bullying is any behaviour which is perceived by the targeted individual, or any other person, as intending to hurt, intimidate, frighten, harm or exclude. It is usually persistent and an abuse of power, leaving the targeted individual feeling defenceless.

Bullying can take different forms such as:

* Non-verbal: kicking, hitting, damaging or taking belongings
* Verbal: name calling, taunting
* Indirect: spreading rumours, excluding
* Cyber: sending nasty or threatening texts, e-mails by phone, picture/video clip, internet chat rooms or websites. Cyber bullying differs from other forms of bullying in that it can take place at any time and can invade previously safe places such as the home. The perpetrator of cyber bullying may never be in the same physical space as their target and may attempt to remain anonymous. Some incidents of cyber bullying are quite unintentional as pictures or texts can be sent as a joke without the sender truly understanding the impact of their actions or the speed at which the information can be shared outside the friendship group.

At Martlesham Primary Academy, we work to minimise the likelihood of bullying behaviour occurring and deal with any incidents that do occur in a way that is most likely to stop the bullying and support both the perpetrators and the targets of bullying. The lead person for antibullying is Miss Churchman she is responsible for ensuring that policies and procedures are promoting a positive and safe environment which nurtures emotional health, good behaviour and well-being.

All incidents of bullying are logged and monitored. We aim to ensure that all incidents of bullying are perceived by the children, young people and parents to be resolved positively for all the school and community.

**We will support children to take advantage of opportunities to:**

* value themselves, their achievements and develop strong self-esteem.
* practise and develop emotional resilience and social skills to manage their feelings and work with others to resolve conflicts calmly.
* learn the skills required to tell someone in a way that ensures the adult takes action. We are a telling school.
* be actively involved in anti-bullying initiatives such as peer support and mediation.
* learn the skills required to stay safe and confident whilst using technology such as the internet.

**We will ensure that children:**

* know that we take bullying seriously and want to work in partnership to reduce it.
* understand its effects and strategies to prevent and respond to it.
* feel safe in our school and confident that they will be listened to and incidents will be dealt with.
* are informed so that they know what to do, where to get help and how to support others who are bullied or bully.
* celebrate differences and choose not to bully or discriminate against others.
* recognise other people’s feelings and treat others with respect.

**Suspension**

Suspension is an extreme step and will only be taken in cases where:

* long term misbehaviour is not responding to the strategies in place and the safety and learning of others is being seriously hindered;
* an incident of extreme seriousness has occurred;
* in such other circumstances where the head teacher or the governing body see fit.

Please see our Suspension and Exclusion policy for further information.

Fast Track Procedure for Serious Misconduct\*

Where a child is involved in:

* serious fighting or violent behaviour resulting in injury to another person, inappropriate behaviour of a sexual nature towards another person,
* uncontrolled threatening behaviour, which affects the safety of others,
* bullying behaviour, including racism, bad language (directed at another person)

\*medical conditions and special needs will be taken into account.

The above conduct is considered so serious that the child’s parent(s) will be contacted immediately and involved in the sanction decision.