KNIGHTON MEAD
PRIMARY ACADEMY

TMET
The Mead
Educational Trust

Anti-Bullying Policy

Policy Monitoring, Evaluation and Review

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Revision History:

Version	Date	Author	Summary of Changes:
V1.0	Sept 2016	GA	Initial Policy
V2.0	August 2028	GA	Addition of transphobic bullying
V3.0	August 2019	JS	Review
V4	November 2020	BC	Addition of website/helpful organisations
V5	October 2021	BC	Amendments to language
V6	September 2022	JS	Review
V7	September 2025	RS	Review – add in Equality Act 2010 and Trauma Informed Practice
V8	September 2026	RS	Review

KNIGHTON MEAD PRIMARY
ACADEMY ANTI-BULLYING POLICY

At Knighton Mead Primary Academy, we are committed to providing a caring, friendly and safe environment for all our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our academy. If bullying does happen, all pupils should be able to tell someone and know that incidents will be dealt with quickly and effectively. We are a TELLING school. This means that anyone who knows that bullying is happening is expected to tell an adult within school. Bullying hurts. No one deserves to be a victim of bullying. We believe that all children have the right to come to school without fear of being bullied. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving. We have a responsibility to respond quickly and effectively to issues of bullying.

What is bullying?

Bullying is the repeated use of prejudice-based behaviours or aggression with the intention of hurting another person. Bullying results in pain and distress to the victim. We teach children this definition with **STOP** (**S**everal **T**imes **O**n **P**urpose, **S**tart **T**elling **O**ther **P**eople). Bullying can be:

EMOTIONAL	Being unfriendly, excluding, teasing (e.g. hiding or throwing equipment) or threatening
INDIRECT	Being controlling over friendship groups or through a 3rd party
PHYSICAL	Pushing, kicking, hitting, punching, damaging property or any use of violence
RACIST	Racial taunts, graffiti, gestures
SEXUAL	Unwanted physical contact or sexualised language
HOMOPHOBIC	Name-calling or insults (e.g. 'You're gay')
VERBAL	Name-calling, sarcasm, spreading rumours, teasing
DISABILITY	Name-calling or insults about special educational needs and disabilities
CYBER	Any of the above through text, social media or internet platforms. Defamation or slander on social network sites which can lead to the identification of individual children or adult (refer to the E-Safety Policy for information on safer internet use).
TRANSPHOBIC	Behaviour or language that makes a child or young person feel unwelcome or marginalised because of their perceived actual gender identity.

Other concerns which do not necessarily fit into these headings will be taken seriously.

Objectives of this policy

- All governors, teaching and non-teaching staff should know what the academy policy is on bullying and follow it when bullying is reported.
- All governors, teachers and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All pupils and parents should know what the academy policy is on bullying, and what they should do if bullying arises.
- As an academy we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported. Bullying will not be tolerated.

The Equality Act 2010

At Knighton Mead Primary Academy, we regularly discuss and support all aspects of the Equality Act (2010) including the 9 protected characteristics. Discussions take place both through assemblies and our curriculum, at an age-appropriate level, to help our children build a growing awareness of the principles and impact of the Equality Act (2010). Children are encouraged to recognise how our similarities and differences unite us and enrich the local, national and global communities that we belong to.

Signs and systems

A child may show that he or she is being bullied. These signs and behaviours could indicate other problems (for example when new to the academy), but bullying should be considered as a possibility and should be investigated. Adults should be aware of these possible signs and that they should investigate if a child:

- Is frightened of walking to or from school
- Begs to be driven to school
- Doesn't want to go to school
- Becomes very quiet, worried or lacking in confidence
- Starts stammering
- Attempts or threatens suicide or runs away
- Cries to sleep at night or has nightmares
- Feels ill in the morning
- Begins to do less well in school work
- Comes home with clothes torn
- Has possessions go 'missing'
- Has dinner or other monies continually 'lost'
- Has unexplained cuts or bruises
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or younger brothers or sisters
- Stops eating
- Is frightened to say what's wrong

A culture of telling

Every child has the opportunity to raise any issues in classrooms through the open door policy. All of the children's concerns will be addressed before the end of a school day. Children also undertake weekly PSHCE sessions where class issues can be brought up and addressed. These also provide an opportunity to encourage self-esteem and social skills. All complaints of bullying will be taken seriously and an investigation will take place, first by the class teacher and then, if appropriate, by the phase leader/Pastoral Lead.

Teaching staff are present every morning (8:40-8:50) and at the end of every school day to discuss any concerns. Senior staff are available to parents every morning between 8:40-8:50, please refer to the contact details in the school office for further enquiries. The academy website offers several anti-bullying links for parents to develop our ethos in the wider society.

Trauma Informed Practice

Knighton Mead Primary Academy is committed to developing a Trauma and Mental Health Informed Approach which will protect our academy community members – staff, children, and parents. There is a growing body of research on the impact childhood adversity has on long-term mental and physical health. This approach enables our staff to be curious about changes in behaviour and support our pupils emotional wellbeing. To ensure every child develops positive mental health and resilience, our aim is to:

• support children to make sense of their experience(s)
• find ways to manage their emotions and feelings
• create an environment of safety, connection and compassion at all times
• build an academy of strong, positive, supportive relationships through training
• ensure children maintain the capacity to learn, despite difficult events that may occur

A comprehensive induction policy

Every new starter at the academy will be assigned a 'special friend' and will be introduced to the playground leaders. The Pastoral Lead will go through the behaviour system and they will be introduced to the Principal. They will also be introduced to a designated lunchtime supervisor who is in charge of the smooth transition for the child at lunchtimes.

Peer support systems

There are playground leaders in both the Key Stage 1 and Key Stage 2 playgrounds and additional adults on hand. If they see concerning behaviour, they are trained to approach an adult with their concerns that will be taken seriously and followed up.

Reporting and monitoring

If a bullying issue is reported, class teachers will complete an initial investigation into the situation. This will be followed up by the Phase Leader if it has happened several times on purpose. If the incident reported is the first time, teachers will address the issue and make a record on CPOMS in case it arises again. All incidents are revisited after 2 weeks to ensure all involved feel it has been resolved and further issues have not occurred.

Phase leaders adopt many strategies of how they deal with bullying and this will be specific to the case as outlined by the Behaviour Policy. The Inclusion team (Removing Barriers to Learning – RBTL) will provide appropriate support programmes for the victims and accused child/ren to encourage healthy relationships within school. Support provided by the Inclusion team is shown on CPOMs. Parents of both the child accused of bullying and the victim are informed.

What do we offer?

- We have pupil Play Leaders who have been trained to look for children who are alone
- Range of quality activities on offer at lunchtimes, so that children are usefully occupied
- Regular class teacher led discussions during PSHCE sessions on the topic
- 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
- Character Muscle language incorporated throughout the school day to promote a community of respecting each other and showing kindness.
- A clear behaviour policy
- Online Safety lessons and guidance on how to use online tools/resources safely
- Children are encouraged to seek out adults within school who can help them no matter who they are (teaching assistants, office staff, SLT, etc.)

Whistle-blowing Policy

Every governor, teaching and non-teaching staff member has the responsibility to prevent bullying in the academy. If improper conduct is witnessed from any member of staff, including adult involvement in bullying, staff will make a disclosure about this conduct by following the Whistle-blowing Policy. Any urgent necessary action will be taken while an investigation is conducted.

Help Organisations

Advisory Centre for Education (ACE) - 0808 800 5793
Children's Legal Centre- 0845 345 4345
KIDSCAPE (Parents Helpline, MonFri 10-4) 0845 205204
Parentline Plus - 0808 800 2222
Youth Access 020 8772 9900
Bullying UK - www.bullying.co.uk

Kidscape website- www.kidscape.org.uk
Internet Matters- https://www.internetmatters.org/issues/cyberbullying/
Child Line- https://www.childline.org.uk/info-advice/bullying-abuse-safety/
The UK Safer Internet Centre- https://www.saferinternet.org.uk/
Cyberbullying UK https://www.bullying.co.uk/cyberbullying

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On	**O**ther
Purpose	**P**eople

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WHAT TO DO IF YOU ARE BEING BULLIED

Stand tall, use eye contact and tell them to go away. Be assertive by using a loud voice

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Ignore them and walk away

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Be nonchalant – act as though you don't care what they say or do

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DON'T do what they say, DON'T look upset or cry, DON'T get angry, DON'T hit them

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TELL SOMEONE - report bullying incidents to any member of staff

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Go and play with another friend if you are outside

WHAT WE WILL DO IF YOU ARE BEING BULLIED

Investigate any allegation of bullying, talking to all children involved separately

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Provide support to the child being bullied – a 'special friend' and monitor the situation. All staff will be informed.

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If it is found to be 'Several Times On Purpose' we will call a meeting with the parent/s / carer/s of the child/ren showing these behaviours. We will make a written record of the bullying incident on CPOMS. We will create a plan with the parents and children to prevent this behaviour from recurring and educate the perpetrator as to how their behaviour is abusive.