



## **Anti-Bullying Policy**

Minerva Primary Academy is committed to providing an effective learning environment that is safe, secure and free from violence, racism, homophobia, disability discrimination and mental trauma. As part of our aim to create a safe environment, this policy sets out procedures to deal with incidents of bullying.

If we are to create an environment in which bullying is unacceptable, it is vital that teachers, children, parents and governors work together to deal effectively with incidents that arise. This co-operation will ensure that the number of incidents are minimised and that they do not happen again.

### **What is Bullying?**

It is important that incidents of bullying are distinguished from isolated incidents. Bullying is considered to be:

**Repeated violence, mental or physical, conducted by an individual or a group and directed against other individuals. These include: verbal, physical and any form of social media bullying/ cyber bullying.**

Isolated incidents of unsociable behaviour are dealt with in our Behaviour Policy. Bullying is treated as a separate issue as the effects on children are often more damaging.

### **How We Tackle Bullying**

**Minerva Primary Academy aims to tackle bullying through:**

- Raising awareness of bullying in the school environment
- Raising the self-esteem of members of Minerva Primary Academy community thus lowering the chances of individuals gaining powers over others
- Providing children with the opportunity to control aggressive behaviour
- Creating a listening environment where bullying incidents can be highlighted and dealt with
- Providing a series of clear guidelines for dealing with victims and bullies in a supportive way
- Providing protection for the more vulnerable members of Minerva Primary Academy community
- Teaching children how to listen to each other and resolve conflict without resorting to violence

### **Incidents of bullying:**

It is important that children report incidents of bullying to Minerva Primary Academy staff. In this way everyone knows that incidents of bullying will be reported. It will also make the incidents that do occur much easier to deal with.

If a child has been bullied, staff will ensure that the incident or report is taken seriously. Action will be taken as quickly as possible and the victim will be reassured to ensure that they feel safe and secure.

If a child is found to have been involved in bullying in Minerva Primary Academy, the following action will be taken:

- **Step 1** The child will meet with their class teacher. The child will be told that the behavior is to stop immediately. Teacher or support staff (e.g. lead learning mentor, LSA, parent support worker) will follow a restorative justice model to give perpetrators and victims the opportunity to resolve issues. Parents and Carers will also be informed.
- **Step 2** If bullying continues the child will meet with the Phase Leader. A consequence deemed appropriate to the individuals involved and the situation will be given. Further restorative justice sessions will be given to perpetrator and victim. Parents will be informed of this repeated bullying.
- **Step 3** If the child continues with the behaviour, he/she will meet with the Head Teacher and parents/carers. A plan of action will be put in place to ensure the child understands what the behavior is and what the consequences of continuing the behaviour will be.
- **Step 4** If the child continues to bully other children the Head Teacher may, for the safety of the other children, temporarily exclude the child.

All incidents will be logged on CPOMS and all relevant staff linked to the incidents.

The creation of a safe and secure environment, where children can learn effectively is the responsibility of the whole Minerva Primary Academy community working together. It is important that everyone supports the values and procedures set out in this policy. This support will help everyone deal with and eradicate incidents of bullying.

This policy must be read in conjunction with Minerva Primary Academy's Behaviour and Equalities policies.

Date Written:	August 2014
Review Completed:	September 2019
Policy Renew Date:	September 2021