



# ANTI-BULLYING POLICY

**If you need this in alternative format please contact the Academy**

Approved by Behaviour & Safety Committee	Autumn 2019
For Review Annually	Autumn 2021

Signed ..... **HARD COPY SIGNED** ..... (Chair of Committee)

Dated .....



# Monks Coppenhall Academy and Day Nursery

## Anti-Bullying Policy

### Academy Mission Statement

'To be the best we can in mind, body and spirit.'

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#### **Overview**

At Monks Coppenhall Academy and Day Nursery bullying and any other forms of intimidation will not be tolerated. Bullying is against our Code of Conduct known as Our Golden Rules.

At Monks Coppenhall Academy we are each responsible for ourselves and for the well-being of others in the Academy community. Everyone at Monks Coppenhall should treat others with kindness and respect. At Monks Coppenhall Academy and Day Nursery everyone should feel safe and valued. We recognise that all children are potentially vulnerable to bullying. Everyone at Monks Coppenhall will be observant and will intervene promptly if there are any signs or reports of bullying.

The Academy policy for anti-bullying reflects the opinion of the whole teaching staff. It has evolved as a result of staff discussion and the involvement of the Children's Council. It has the support of the Board of Directors. The implementation of this policy is the responsibility of everyone.

#### **Definition-** What Is Bullying?

*'Bullying behaviour abuses an imbalance of power to repeatedly and intentionally cause emotional or physical harm to another person or group of people. Isolated instances of hurtful behaviour, teasing or arguments between individuals would not be seen as bullying'* (Torfaen definition 2008).

This is reinforced by the Department of Education February 2017.

*'There is no legal definition of bullying. However, it is usually defined as behaviour that is:*

- *Repeated*
- *Intended to hurt someone either physically or emotionally*
- *Often aimed at certain groups, e.g. because of race, religion, gender or sexual orientation'*

All types of bullying are unacceptable at our Academy and will not be tolerated. All children should feel able to tell and when bullying behaviour is brought to our attention, prompt and effective action will be taken. Anyone who is aware of any type of bullying that is taking place is expected to tell a member of staff immediately.

Although not a complete list, common examples of bullying include:

- Physical assault- kicking, hitting, punching, slapping or any form of violence
- Cyberbullying - All areas of internet misuse bullying via mobile phone or online (eg email, social networks misuse of blogs, gaming websites and instant messaging) Mobile threats by text messaging & calls. Misuse of associated technology , i.e. camera and video facilities
- Verbal name-calling, teasing, threats, sarcasm, spreading rumours
- Bullying based on disability, ability, gender, appearance or circumstance
- Racial bullying

However, isolated instances of hurtful behaviour, teasing or arguments between individuals would not be seen as bullying.

### **Objectives**

- To ensure that all feel safe and free from bullying and intimidation
- To build an ethos where learners feel safe, free from threat and intimidation
- To promote good relationships where all are treated well and where learners care for each other
- To act promptly and effectively at the first sign of bullying
- To encourage learners and parents/carers to report any attempted bullying
- To protect and reassure any victims of bullying
- To have effective sanctions to deter bullying
- To teach children at the Academy not to be bystanders to bullying
- To make this a happy Academy that is free from bullying

## **Strategies**

- The Academy's Positive Behaviour Policy will be used effectively to promote good behaviour so that there is an ethos where bullying is unacceptable
- Everyone will be expected to be vigilant and to intervene immediately and effectively if any bullying is observed or reported
- Children will be encouraged to report bullying and when they do so they will be listened to and taken seriously
- The children will be encouraged to use the TED strategy:

**T**ell me what you mean by that

**E**xplain what you mean by that

**D**on't keep it to yourself

- Every allegation of bullying will be investigated and followed up
- Any victim of bullying will be well-protected immediately and in the future
- Any incident of bullying will be referred to the KiVa Team
- Any allegations of bullying must be reported to the Senior Leadership Team (SLT)
- Personal, Social and Health (PSHE) will be used to discuss bullying and to ensure that all children are aware that bullying is never acceptable and that the victim must always report it to parents/carers, staff or friends
- The Academy uses positive rewards and consequences strategy to reinforce this Anti-Bullying Policy
- Learners and their parents/carers will be made aware of this policy on the Academy website
- The parents/carers of all concerned will be informed and involved in any reported incident and will be expected to support this policy
- The Behaviour Policy at the Academy has recently been amended to state that anyone found to be acting as a bully will be moved straight to Red and placed on a Keeping Green/Behaviour Report

## **KiVa**

KiVa is a research-based anti-bullying programme that has been developed in the University of Turku, Finland, with funding from the Ministry of Education and Culture. The effectiveness of KiVa has been shown in a large randomised controlled trial. In Finland, KiVa is a sought-after programme: 90% of all

comprehensive schools in the country are registered KiVa schools implementing the programme.

Monks Coppenhall Academy has implemented and embedded the KiVa programme. A KiVa Team, consisting of trained members of staff, manage any incidents of bullying at the Academy.

Through both universal and indicated actions, KiVa aims to prevent bullying and tackle any emerging cases of bullying. KiVa Ambassadors have been elected to support any friendship issues in the playground.

KiVa is only applicable at Key Stage 2. All Key Stage 2 children will receive one 30 minute KiVa lesson every fortnight and will take part in the on-line survey for children in June.

In Early Years and Key Stage 1 other strategies are used such as 'Friendship Terrace', Circle Time and PSHE to promote a tolerance and respect towards others.

The Academy Prefects have all been appointed KiVa Buddies who work on a rota basis throughout the week. They act a visual presence on the playground to remind all Key Stage 2 children of what behaviour is expected and also as someone who they can talk to if a child is not comfortable in going straight to an adult.

The KiVa Lead regularly meets with the KiVa Buddies to organise assemblies and support the KiVa Buddies.

### **Peer-on-Peer Abuse**

Staff are aware that safeguarding issues can manifest themselves via peer-on-peer abuse. This is most likely to include, but not limited to:

- bullying (including cyber bullying)
- gender based violence/ sexual assaults
- sexting
- physical abuse such as hitting, kicking, shaking, biting, hair pulling, or otherwise causing physical harm
- initiating type violence and rituals
- coercive type behaviour

Staff are clear on the procedures with regards to peer-on-peer abuse and do not take it any less serious than adult abuse and should never be tolerated or passed off as "banter", "just having a laugh" or "part of growing up".

At Monks Coppenhall Academy, the Learning Mentor and Well-Being Mentor support both the victim and perpetrator through 1:1, small group work and KiVa. There are also drama workshops which explore issues regarding cyber bullying and peer-on-peer abuse.

In addition, specific workshops (Snaptrap) for Year 5& 6 and online safety awareness provide preventative work.

## **CPOMS**

CPOMS-Child Protection Online Monitoring System is an online system for recording concerns This allows staff to record information regarding safeguarding, behaviour, SEN, attendance, health, meetings with parents/carers etc in a paperless form. This has increased the confidentiality and security. The Safeguard Lead/Deputy Safeguard Lead must be informed of any safeguarding issues.

## **The Children's Council**

The Council have an important safeguarding role to play within Monks Coppenhall Academy. The group of children meet on a regular basis to discuss issues such as: anti-bullying, friendship issues, litter, safety and well-being. The Children's Council have contributed to this policy through sharing ideas, to promote a safe and friendly place where bullying is not tolerated.

## **British Values**

Part of our Academy ethos and behaviour encompasses British Values such as respect, tolerance, cooperation and politeness. The Academy ethos and aims promotes respect for others and this is reinforced through our high expectations as Golden Rules.

## **CoJo Curriculum**

The CoJo curriculum and the new Positive Behaviour Policy promote the characteristics of RESPECT:

- R**esilience
- E**mpathy
- S**elf-awareness
- P**assion
- E**xcellence
- C**ommunication
- T**eam work

## **Supporting Speaking and Listening**

Speaking and listening are at the core of learning experiences for all our children. Opportunities for developing speaking and listening skills are provided, by giving visual strategies as required in all lessons.

## **Extra Information**

Further information and support relating to potential bullying may be found on the Academy website: [www.monkscoppenhall.cheshire.sch.uk](http://www.monkscoppenhall.cheshire.sch.uk) under the Keeping Your Child Safe section.

The Bully Free Cheshire East Webpage giving further advice may also be accessed:

[www.cheshireeast.gov.uk/childrenandfamilies/familyinformationservice/bully-free-cheshire-east/bully-free-cheshire-east.aspx](http://www.cheshireeast.gov.uk/childrenandfamilies/familyinformationservice/bully-free-cheshire-east/bully-free-cheshire-east.aspx)

## **Outcomes**

The Academy will have a warm, friendly, welcoming and safe ethos. It will be a place where bullying is not tolerated and where all will treat others as they themselves would expect to be treated.

This policy needs to be read in conjunction with the following policies:

- [‘What to do if you are worried a child is being abused’. 2015](#)
- [“Preventing and Tackling Bullying” DfE July 2017](#)
- Acceptable Use Policy
- Accessibility Policy
- Attendance Policy
- Cared-For-Children Policy
- Child Protection and Safeguarding Policy
- Children with Medical Needs Policy
- Curriculum Policies
- GDPR Policy
- Educational Visits Policy
- E-Safety Policy
- Extremism and Radicalisation Policy
- Health & Safety Policy
- Inclusion Policy
- Keeping Children Safe In Education 2019
- Positive Behaviour Policy
- Single Equality Policy
- Social Media Policy
- Special Educational Needs Policy
- Staff Code of Conduct Policy
- Whistleblowing Policy
- Working Together to Safeguard Children 2019