



Threemilestone School

TMS Anti Bullying Policy

Ratified: 16th May 2023
Next Review Date: May 2024

Safeguarding

Threemilestone School is committed to safeguarding and promoting the welfare of all children. We expect all our team members to share this commitment.

Author Seagle Dated 17/5/23

Headteacher Seagle Dated 17/5/23

Chair of Governing Body [Signature] Dated 17/5/23.

Anti Bullying Policy 2023-2024

At Threemilestone School, we are committed to safeguarding and promoting the welfare of children and expect all staff (teaching, teaching assistants, lunchtime supervisors, after school childcare staff) and any volunteers to share this commitment.

We are aware that children in any school or setting may be bullied, and recognise that preventing, raising awareness and consistently responding promptly to any cases of bullying should be a priority to ensure the safety and well-being of our children.

In line with the Equality Act 2010 it is essential that our school:

- Eliminates unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act;
- Advances equality of opportunity between people who share a protected characteristic and people who do not share it; and
- Fosters good relations between people who share a protected characteristic and people who do not share it.

Under the Children Act 1989 a bullying incident should be addressed as a child protection concern when there is 'reasonable cause to suspect that a pupil is suffering, or is likely to suffer, significant harm'. Where this is the case, the school staff should report their concerns to the Multi-Agency Referral Unit.

The Anti-bullying Alliance (ABA) defines bullying as:

"The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online."

Threemilestone School uses STOP to help the children recognise what bullying is:

Several Times On Purpose

There are four key elements to this definition:

hurtful

repetition

power imbalance

intentional

Bullying behaviour can be:

Physical

pushing, poking, kicking, hitting, biting, pinching etc.

Verbal

name calling, sarcasm, spreading rumours, threats, teasing, belittling.

Emotional

isolating others, tormenting, hiding books, threatening gestures, ridicule, humiliation, intimidating, excluding, manipulation and coercion.

Sexual

unwanted physical contact, inappropriate touching, abusive comments, homophobic abuse, exposure to inappropriate films etc.

Online /cyber

posting on social media, sharing photos, sending nasty text messages, social exclusion.

Indirect

can include the exploitation of individuals.

Bullying can be both physical and psychological.

This policy is to be used in conjunction with Threemilestone School's Relationship policy (including Positive Behaviour Policy) and Safeguarding and Child Protection policy

Our aim at Threemilestone School is to provide an environment free of the above. We are determined to promote and develop a school ethos where bullying behaviour is regarded as unacceptable, to ensure a safe and secure environment is sustained for all children.

We aim for all children to reach their potential academically, socially and personally through learning and playing in a safe and secure environment.

Every child is unique, and is constantly learning and can be resilient, capable, confident and self-assured.

Our aim at Threemilestone School is to ensure that children, all staff, parents/carers and governors understand what bullying is, how to prevent it and raise awareness, how to report it and the signs a person might display if currently being bullied.

Vulnerable Groups

We recognise that some groups of children may be more vulnerable to bullying, including:

- Looked After Children
- Gypsy, Roma and Traveller children
- Children with Special Educational Needs or Disabilities (SEND)
- Children from ethnic minorities
- Children entitled to Free School Meals
- Children for whom English is an Additional Language
- Children who are perceived to be gay, lesbian, transgender or bisexual

Bullying Prevention

Preventing and raising awareness of bullying is an essential to keeping incidents in our school to a minimum. Through assemblies as well as RSHE & PSHE lessons, children are given regular opportunities to discuss what bullying is, as well as incidents we would not describe as bullying, such as two friends falling out, or a one-off argument.

Children are taught to report worries to an adult in school if they are concerned that someone is being bullied.

Signs of Bullying

All staff and parents/carers should be vigilant in looking out for signs of bullying or other safeguarding/child protection issues including:

Physical	unexplained bruises, scratches, cuts, missing belongings, damaged clothes, loss of appetite, stomach aches, headaches, bedwetting.
Emotional	losing interest in school, withdrawn, secretive, unusual shows of temper, refusal to say why unhappy, high level of anxiety, mood swings, tearfulness for no reason, lack of confidence, headaches and stomach aches, signs of depression.

Behavioural asking to be taken to school, coming home for lunch, taking longer to get home, asks for more money, using different routes to school, 'losing' more items than usual, sudden changes in behaviour and mood, concentration difficulties, truancy

If you notice any of these signs in your child please inform the Headteacher and Designated Safeguarding Lead, Ms Teagle, or in her absence, the Deputy headteacher and Deputy Designated Safeguarding Lead, Mrs Ewart.

Reporting Bullying

There are a number of ways for children to report bullying in school to any member of staff. As well as verbally reporting bullying, each class has an 'I wish my teacher knows...' box in classrooms so children can write down their concerns.

All cases of alleged bullying should be reported to the class teacher, or straight to Ms Teagle (Headteacher), or Mrs Ewart (Deputy Headteacher & SENDCo).

Responding to Bullying

In any case of alleged bullying, either the classteacher, the Headteacher, or a member of the Senior Leadership Team should first establish the facts, and build an accurate picture of events over time, through speaking to the alleged perpetrator(s), victim(s), assistant, defender, bystanders and adult witnesses, as well as parents/carers and child witnesses if necessary and appropriate. The report will be filled in (class teacher, child & parents), actions agreed to investigate, and a time agreed to feedback (APPENDIX A)

If the allegation of bullying is not upheld, there may be some recommendations which need to be actioned. These may include work with Mrs Thomas (pupil support mentor) or the class TA to work on self esteem, work with a small group to improve confidence in building friendships with members of staff, improvement to channels of communication between child / parents / staff, and others.

If the allegation of bullying is upheld, the Headteacher (or senior leader) should seek to use a restorative approach with the perpetrator(s) and victim(s) together. The perpetrator(s) should fully understand the consequences of their actions on the victim(s). Both parties should be clear that a repeat of these behaviours will not be acceptable. All agreed actions will be recorded in the meeting and copies sent home, as well as saved as a PDF on CPOMS.

If the situation does not improve, the Headteacher (or senior leader) should meet with the parent(s) of the bullying child(ren) and agree clear expectations and boundaries which would be shared with the children involved. Any further incidents should lead to intervention (e.g. through outside agencies), further monitoring, support and punitive sanctions as deemed necessary. Any necessary action should be taken until the bullying has stopped.

Alleged bullying report	
Child's name:	
Member of staff present:	
Other adults present:	
Date of meeting:	
Account of incidents leading to reporting:	TMS Primary School
Account of incidents from child who has been accused of bullying	
Summary of investigation:	
If alleged bullying is not upheld: (recommendations)	
If alleged bullying is upheld: (actions, staff members, date of next meeting)	
cc'ed electronic file saved to CPOMS, copy to year group staff members, parents/carers, Ms Teagle, Mrs Ewart	

