



Meadows First School



Anti-Bullying Policy

Date of review: February 2027

Meadows First School

Anti Bullying Policy

Statement of Intent

This school believes that:

- Bullying is undesirable and unacceptable. **It violates children's right to be safe, protected from harm and treated with dignity (UNCRC Article 19).**
- Bullying is a problem to which solutions can be found.
- Seeking help and openness are regarded as signs of strength not weakness.
- All members of our community will be listened to and taken seriously. **This upholds children's right to be heard and taken seriously (Article 12).**
- Everyone has the right to enjoy and achieve in an atmosphere that is free from fear. **This supports every child's right to an education in a safe, respectful environment (Article 28).**
- All of us have a responsibility to ensure that we do not abuse or bully others. **This reflects Article 2 – the right to non-discrimination.**
- Children should talk to an adult... have a right to expect that their concerns will be listened to and treated seriously. *(Article 12)*
- Children should be involved in decision making about matters that concern them. **This explicitly supports Article 12 – pupil participation.**
- We all have a duty to work together to protect vulnerable individuals from bullying and other forms of abuse. *(Article 19)*
- We believe in tackling bullying by encouraging an environment where individuality is celebrated and individuals can develop without fear. **This promotes dignity and fairness for all.**

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Consultation Process

This policy is the result of consultation with children, governors, parents and The Nest. **This consultation process reflects our commitment to listening to children's views (Article 12).**

Review of Policy

The policy will be reviewed after 2 years... Stakeholders are children, staff, parents/carers, governors and others. **Pupil involvement in review aligns with Article 12 and supports a rights-respecting culture.**

Data from the monitoring and recording of incidents (including 'nil' returns) will also inform policy review and will be seen by governors.

Definition of Terms

What is Bullying?

Bullying is the calculated and often systematic, chosen actions of intimidation... These actions usually happen with frequency over time.

Bullying undermines a child's dignity and breaches their right to protection from harm (Article 19).

Aims and Objectives

The aim of our anti-bullying policy

As a result of our consultation, our stakeholders prioritised the following aims:

- To assist in creating an ethos in which attending Meadows First School is a positive experience for all members of our community.
- To make it clear that all forms of bullying are unacceptable at Meadows First School.
- To enable everyone to feel safe while at Meadows First School and encourage children to report incidents of bullying.
- To deal with each incident of bullying as effectively as possible, taking into consideration the needs of all parties and of our community, and, as a result, to reduce the incidents of bullying.
- To support and protect victims of bullying and ensure they are listened to.
- To help and support children displaying bullying behaviour to change their attitudes and understand why it needs to change.
- To liaise with parents and other appropriate members of the school community.
- To ensure all members of our community feel responsible for helping to reduce bullying.
- To equip all staff with the skills and information necessary to deal with incidents of bullying.
- To involve the wider school community (e.g. midday supervisors, part-time staff/volunteers) in dealing effectively with, and if necessary referring bullying incidents.
- To ensure that all incidents of bullying are recorded and appropriate use is made of the information, where appropriate sharing it with relevant organisations.
- To promote emotional health and wellbeing across the whole school and for all members of our community to role-model this in all situations.
- The aim of this policy is to uphold every child's **right to feel safe, respected and protected** (Articles 19 & 28).
- Supporting victims and helping those who bully understand the impact of their actions promotes **dignity and fairness**.
- Ensuring children feel safe to report concerns reinforces **their right to be heard (Article 12)**.

Practice and Procedures

What we do to prevent bullying

- Everyone involved in the life of the school must take responsibility for promoting a common anti-bullying approach. Through the consultation process, all stakeholders have agreed to:
- Be supportive of each other.
- Provide positive role models.
- Convey a clear understanding that we disapprove of unacceptable behaviour.
- Be clear that we all follow the rules of Meadows First School.
- Be fully involved in the development of the anti-bullying policy and support anti-bullying practice.
- Support each other in the implementation of this policy.
- Being supportive of each other promotes an environment that respects **children's dignity and equality (Article 2)**.
- Raising awareness of bullying through activities, role play, discussion etc. helps children understand their **right to safety and respectful relationships**.
- Staff building relationships of mutual support, trust and respect strengthens pupils' experiences of **safety, belonging and dignity**

Staff Responsibilities

All members of the school community are expected to report incidents of bullying.

All staff have a vital role to play as they are at the forefront of behaviour management and supporting children's sense of well being. They have the closest knowledge of the children in their care, and should build up a relationship involving mutual support, trust and respect. Staff agree to:

- Provide children with a framework of behaviour including rules which support the whole school policy.
- Emphasise and behave in a respectful and caring manner to children and colleagues, to set a good tone and help create a positive atmosphere.
- Raise awareness of bullying through activities, stories, role play, discussion, peer support, school council, PHSE, assemblies etc.
- Through the head teacher, keep the governing body well informed regarding issues concerning behaviour management.
- Provide a key staff member who is responsible for the monitoring of the policy. At Meadows, this is the head teacher.
- Abide by the Meadows IT Acceptable Use Policy.
- By emphasising respectful behaviour, staff model how to uphold **children's right to be treated with dignity**.
- Ensuring children are listened to supports **Article 12**.
- Behaviour expectations reflect **protection from harm (Article 19)**.

Governors have a duty to:

- Support the head teacher in all attempts to eliminate bullying from our school.
- Not condone any bullying at all in our school,
- Take any incidents of bullying that do occur very seriously, and deal with them appropriately.
- Governors' duty to eliminate bullying supports **Articles 2, 19 and 28** by ensuring a safe, non-discriminatory environment

Through the development and implementation of this policy Meadows First School trusts that all children, parents/carers and staff will:

- Feel confident that everything is being done to make Meadows First School a safe and secure environment.
- Know who can be contacted if they have any concerns about bullying.
- Feel supported in reporting incidents of bullying.
- Be reassured that action regarding bullying will take place.
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Reacting to a specific incident

Recording

All incidents, (either in or out of class) will be recorded by the school on the electronic recording system; behaviour log on Sims. A senior member of staff (head teacher, deputy head or SENCo) will take responsibility for ensuring that the incident is properly recorded and that the record is updated as necessary throughout an investigation.

Parents of all children involved will be informed of what has happened, and how it has been dealt with. All discussions and actions relating to the incident will be documented and added to the incident log.

- Talking the incident through with all parties upholds the child's **right to express their feelings (Article 12)**.
- Supporting all pupils involved maintains their **dignity and fairness**.
- Safeguarding procedures support **Article 19 – the right to protection**

Dealing with an incident

Whenever a bullying incident is discovered, the school will go through a number of steps. The exact nature of each step will be adapted to suit the nature and severity of the incident, and the response of those involved.

1. The school community need to be made aware that when a bullying incident has come to the attention of adults in the school, it has been taken seriously and action has resulted. School expects to support all involved by:
 - Talking the incident through with all parties involved.
 - Supporting the person who has been bullied to express their feelings.
 - Supporting the person displaying the bullying behaviour to express their feelings.
 - Discussing which rule(s) have been broken.
 - Discussing strategies for making amends.
 - Clear recording ensures accountability in protecting children's rights.
 - Actions taken will respect each pupil's dignity and right to a fair, supportive response.
2. Measures will be in line with the school's behaviour policy, and may include:
 - Explanation why the appropriate behaviour is unacceptable.
 - Reparation of damaged relationships.
 - Time away from an activity.
 - Meeting with staff, parent and child.
 - Missing another activity.
 - Formal letter home from the head teacher expressing concerns.
 - Time out from the classroom.
 - Pastoral support plan.
 - Time in Hive
 - Fixed term exclusion.
 - Permanent exclusion.
 - Measures will always be proportionate and maintain the **dignity and rights of all children**, including those who have shown harmful behaviour.
3. Safeguarding procedures will be followed when child protection concerns arise. Safeguarding directly supports **Article 19 – every child's right to be protected from harm**.