



Cross Farm Infant Academy

Anti-Bullying Policy

Approved by:	Academy Council	Date: Autumn 2023
Last reviewed on:	November 2023	
Next review due by:	Autumn 2024	

The purpose and scope of this policy statement:

The purpose of this policy statement is:

- To prevent bullying from happening
- To make sure bullying is stopped as soon as possible if it does happen and that those involved receive the support they need
- To provide information to all staff, volunteers, children and their families about what we should all do to prevent and deal with bullying

This policy statement applies to anyone working on behalf of Cross Farm Infant Academy, including senior leaders and the LGB, paid staff, volunteers, agency staff and trainee teachers.

A separate document for behaviour for children, young people and adults is available on our website.

What is bullying?

Bullying is repetitive, intentional hurting of one person by another where the relationship involves an imbalance of power. Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally.

Bullying differs from falling out with friends or other types of aggressive behaviour when it is persistent and either:

- repeated
- intended to hurt someone either physically or emotionally

Bullying is not:

- teasing and banter between friends without intention to cause hurt
- falling out between friends after a quarrel or disagreement
- behaviour that all parties have consented to and enjoy
- a single act of unkind behaviour

More detailed information about bullying is available from <https://learning.nspcc.org.uk/child-abuse-and-neglect/bullying>

Legal framework

This policy has been drawn up on the basis of legislation, policy and guidance that seeks to protect children in the UK. The NSPCC provides summaries of the key legislation and guidance on:

- Bullying learning [nspcc.org.uk/child-abuse-and-neglect/bullying](https://learning.nspcc.org.uk/child-abuse-and-neglect/bullying)
- Online abuse learning [nspcc.org.uk/child-abuse-and-neglect/online-abuse](https://learning.nspcc.org.uk/child-abuse-and-neglect/online-abuse)
- Child protection learning [nspcc.org.uk/child-protection-system](https://learning.nspcc.org.uk/child-protection-system)

We believe that:

- Children and young people should never experience abuse of any kind
- We have a responsibility to promote the welfare of all children and young people, to keep them safe and to practise in a way that protects them.

We recognise that:

- Bullying causes real distress. It can affect a person's health and development and, at the extreme, can cause significant harm
- All children, regardless of age, disability, gender reassignment, race, religion or belief sex or sexual orientation, have the right to equal protection from all types of harm or abuse
- Everyone has a role to play in preventing all forms of bullying (including online) and putting a stop to bullying.

We will seek to prevent bullying by:

- Developing a code of behaviour that sets out how everyone involved in our organisation is expected to behave, both in face-to-face contact and online
- Holding regular discussions with staff, volunteers, children, young people and families who use our organisation about bullying and how to prevent it. These discussions will focus on:
 - Group members' responsibilities to look after one another and uphold the behaviour code
 - Practising skills such as listening to each other
 - Respecting the fact that we are all different
 - Making sure that no one is without friends
 - Dealing with problems in a positive way
 - Checking that our anti-bullying measures are working well.
- Providing support and training for all staff and volunteers on dealing with all forms of bullying, including racial, sexist, homophobic and sexual bullying
- Putting clear and robust anti-bullying procedures in place
- Making sure our response to incidents of bullying takes into account:
 - The needs of the person being bullied
 - The needs of the person displaying bullying behaviour
 - Needs of any bystanders in our organisation as a whole
 - Reviewing the plan developed to address any incidents of bullying at regular intervals, in order to ensure that the problem has been resolved in the long term
- Themed weeks – Anti-bullying week, NSPCC focus, Feeling Good Week
- The children are encouraged to use the STOP acronym

Several
Times
On
Purpose



More information about responding effectively to bullying is available:

- Protecting children from bullying and cyberbullying <https://learning.nspcc.org.uk/child-abuse-and-neglect/bullying>
- Recognising and responding to abuse <https://learning.nspcc.org.uk/child-abuse-and-neglect/recognising-and-responding-to-abuse>

Related policies and procedures

This policy should be read alongside our organisational policies and procedures including:

- Safeguarding policy
- Code of conduct for staff and volunteers
- Online safety policy and procedures for responding to concerns about online abuse

Contact details

Nominated anti-bullying lead

Name: Seamus Lynch

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Senior lead for safeguarding and child protection

Name: Ali Stone

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Safeguarding Governor

Name: Jackie Doe

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NSPCC Helpline: 0808 800 5000

We are committed to reviewing our policy and good practice annually.

This policy was last reviewed on:(date)

Signed: [this should be signed by the most senior person with responsibility for safeguarding in your organisation, for example the safeguarding lead on your board of trustees].

Date: