

MICKLE TRAFFORD VILLAGE SCHOOL



ANTI BULLYING POLICY

Date of policy	Sept 2019
Date for Review	Sept 2022
Signed Headteacher	
Signed Chair of Governors	
Date policy approved by School Governing Body:	

Rationale

All the children at our school are expected to behave with consideration and care for each other. The aim of our anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. We see our role in this respect being twofold – creating an environment in which efforts are made to reduce the likelihood of bullying occurring and if and when it does happen, dealing with the incident in a responsive and consistent manner.

This policy has been drawn up through consultation with staff, pupils, governors and parents.

Definition

Bullying is defined as the wilful, conscious desire to repeatedly threaten, frighten or intimidate someone else physically or emotionally. Bullying is a type of peer on peer abuse as defined in 'Keeping children safe in education' DfE September 2019.

Our own children describe it as deliberately hurting people over and over again.

Bullying is anti-social behaviour and affects everyone; our school operates a zero tolerance approach to bullying – bullying must be challenged immediately, dealt with sensitively and in a sustained manner.

Bullying may take the form of one, or a combination of, the following:-

- Physical (hitting, kicking, damaging belongings)
- Verbal (name calling, racist or homophobic remarks)
- Indirect (spreading rumours, excluding someone from social groups)
- Cyber (sending nasty texts, e-mails, phone calls, posting unkind information or threats on social media)
- Sexual (harassment such as sexual comments, remarks, jokes)

All pupils on the school roll are covered by this policy. We also recognise our responsibility towards our wider community – bullying amongst employees shall be treated as a potential disciplinary matter and the school will encourage positive appreciation of diversity within the parent community taking a robust stance against discrimination and abusive behaviour.

Whilst we recognise that bullying may occur as a single incident, the following criteria is generally used to decide whether an incident constitutes bullying:

- more than one reported incident has occurred involving the same children or young people
- the child/young person alleging bullying is showing on-going signs of stress/distress

How we minimise the risk of bullying

- Teaching the children what bullying means and how it affects people
- Explaining to them the responsibility we all have in helping to combat this in our school – to report incidents if it happens to them or they see it happening
- Ensuring children are aware of cyber bullying and how to protect themselves when using computers, mobile phones, ipads and tablets through regular internet safety lessons. Ensuring parents are aware of the dangers of cyber bullying through information evenings

- Teaching the children ways in which they may keep themselves safe and how to report any incidents – tell an adult, friend, parent or write it down
- Adults need to be aware that children often worry that reporting something will make it worse and steps need to be taken to explain to children that often people do not realise the effect of their actions on others and that problems are often sorted out if people around them understand what is happening in the early stages
- Children need to be reassured that reporting something will not automatically mean that a teacher will speak to perpetrators immediately or in an open manner and that they may simply feel better having told adults and knowing that they can keep an eye on things
- Allocating specific roles and responsibilities, both at staff and pupil level, in order that incidents may be detected, behaviour monitored and appropriate after care delivered
- Providing a range of play equipment and designating different areas of the playground for activities
- Having a whole school behaviour and discipline policy which includes acknowledging positive behaviours
- Creating an environment in which we have high expectations of one another, demonstrating the values of fairness, respect and equality
- Teaching the children, across a range of subject areas, to understand and celebrate diversity
- Helping the children to work in different groups so that they learn to cooperate with people with different interests and experiences
- Encouraging the children to convey their opinions in an assertive, non confrontational manner and to consider the opinions of others, recognising that they are entitled to hold different views than their own

What happens if an allegation is made or bullying is suspected?

- A member of staff will make sure that the victim(s) is reassured and feels safe.
- They will discuss with the child what further actions will be taken so that they do not feel rushed into situations in which they feel overwhelmed/ unsafe
- Information will be gathered separately from all children involved and notes taken which will be dated and transferred to our online system (EdAware), where appropriate
- It will be explained to the perpetrator what the impact of their actions is having, where possible with the victim explaining this in their own words if they feel strong enough to do so
- Staff will involve the children in identifying problems and suggesting possible solutions especially helping them to see that it is the behaviour that is not acceptable not the person
- Where possible a group meeting will be set up to help reconcile the pupils and they may be supported by a chosen friend
- Appropriate sanctions will be applied
- The necessary staff e.g. persons on duty, mid day assistants etc will be informed so that they may monitor the situation
- Where appropriate the school will inform the parent/carers of any bullying as defined by the policy
- The teacher may initiate whole class discussions around bullying and appropriate behaviour where considered appropriate

In most instances this is enough to settle a matter in our school. Our children sometimes do not think of the consequences of what they are doing and saying and when they realise the distress they have caused, this settles the matter.

If bullying should continue then:-

- Measures will be put in place to protect a victim further – e.g. separated at play times, kept apart when moving around school – going to assembly, in cloakrooms etc
- Parents will be informed and invited into school to discuss the problem
- All discussions between relevant parties and/or parents will be recorded on our online system. Serious incidents and this will be reported to appropriate members of the Governing Body
- If the matter persists then advice will be sought from other agencies such as Behaviour Support Workers and Educational Psychologists and their recommendations applied in the school setting – this may be in the form of an Individual Behaviour Plan
- In extreme circumstances then a child may face a fixed term exclusion

The governing body will be kept informed of the impact of this policy through the head teacher's report at termly meetings.