

Maidensbridge Primary School



Anti-Bullying Policy

This document complies with articles 3, 12, 13, 14, 15, 16, 17, 29, 30, 31, 39, 40 of the United Nations Convention on the Rights of the Child.



Reviewed: February 2023
To be Reviewed: February 2024
Version 3

ANTI-BULLYING POLICY

Statement of Intent

We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school and includes any of our children involved in online bullying outside of the school day. If bullying does occur (in school or online), all pupils should be able to tell someone and know that incidents will be dealt with promptly and effectively. We are a **TELLING** school. This means that *anyone* who knows that bullying is happening is expected to tell the staff. Bullying, by its nature is often unseen and so staff need information at any time.

What Is Bullying?

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim. Bullying is not often witnessed as a bully does not want to be caught, so the unseen element needs to be reported at all times.

Bullying can be:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical pushing, kicking, hitting, punching or any use of violence
- Racist racial taunts, graffiti, gestures
- Sexual unwanted physical contact or sexually abusive comments
- Homophobic because of, or focussing on the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumours, teasing, threats
- Cyber All areas of internet, such as email & internet chat room misuse
Mobile threats by text messaging & calls and Whats app messages
Misuse of associated technology.

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving. Schools have a responsibility to respond promptly and effectively to issues of bullying.

Objectives of this Policy

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is. We use the definition: Several Times On Purpose (STOP) with the children to distinguish between friendship fallouts and bullying incidents.
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.

- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying will **not** be tolerated in our school or online.

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school
- doesn't want to go on the school / public bus
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or " go missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

Procedures

1. Children should report bullying incidents to staff or any adult they trust – whether it happens to the pupil themselves or they witness it happening to someone else. A bully will often warn their victim not to tell, children should be educated that this warning is a clear message that they SHOULD tell.
2. Any parent who has a concern should discuss with the class teacher in the first instance. If the matter is not resolved then the matter should pass to the Headteacher, Mrs Thomas, or senior member of staff and then eventually to the Governing Body.
3. In cases of serious bullying, the incidents will be recorded by staff on CPOMS
4. In serious cases parents should be informed and will be asked to come into a meeting to discuss the problem.
5. If necessary and appropriate, police will be consulted.
6. The bullying behaviour or threats of bullying must be investigated, and the bullying stopped quickly.

7. An attempt will be made to help the bully (bullies) change their behaviour.
8. At any report of bullying staff should ALL be informed, and observations taken of key times such as lunchtimes and break-times and other social times.
9. Where observations show no evidence of bullying, the school will consider other methods of investigation to trace the problem as it could be a flagging of another issue.
10. If a child or parent reports an incident of cyber bullying or bullying through phone misuse then advice will be given about reporting the bully online and blocking them from access to their devices. Messages may be shared with school from devices, but not images, to support the investigation and if proven the parents of the child who is creating the messages will be spoken to by school.

Outcomes

1. The bully (bullies) may be asked to genuinely apologise. Other consequences may take place.
2. In serious cases, suspension or even exclusion will be considered.
3. The pupil who has been bullied will be supported.
4. If possible, the pupils will be reconciled and restorative conversations will be facilitated by staff to find a way forward that the victim is in agreement with.
5. After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
6. The monitoring of reported bullying will be the responsibility of all staff and reports of bullying cases will be summarised and reported to the Curriculum Committee of the Governing Body.

Prevention

We will use KIDSCAPE* methods for helping children to prevent bullying. As and when appropriate, these may include:

- writing a set of school rules
- signing a behaviour contract
- writing stories or poems or drawing pictures about bullying
- reading stories about bullying or having them read to a class or assembly
- making up role-plays (or using KIDSCAPE* role-plays)
- having discussions about bullying and why it matters
- encouraging children and adults to talk openly, particularly encouraging parents and children to talk together about how the school day has been, including positives, achievements and worries.
- Building self-esteem, through assemblies and PSHE lessons
- School to make Anti-Bullying a constant visible message so that children are constantly reminder of the work of the policy.

Anti-Bullying Ambassadors:

As a school we will engage in anti-bullying training for selected children across school, using the Diana Award Programme to teach children how to be a buddy on the playground and an ambassador for kindness and collaborative play and working.

HELP ORGANISATIONS:

Advisory Centre for Education (ACE)	0808 800 5793
Children's Legal Centre	0845 345 4345
KIDSCAPE Parents Helpline (Mon-Fri, 10-4)	0845 1 205 204
Childline	www.childline.org.uk 0800 1111
Parentline Plus	0808 800 2222
Youth Access	020 8772 9900
Bullying Online	www.bullying.co.uk

Visit the Kidscape website www.kidscape.org.uk for further support, links and advice.