



Millbrook Primary School

Anti-Bullying Policy

Rationale

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. Staff, pupils and parents should know what bullying is and what to do if bullying is affecting them or others around them. Pupils should know that incidents will be dealt with promptly and effectively.

What Is Bullying?

There is no legal definition of bullying but the anti-bullying alliance define it 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.

They identify 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.

The government give a similar definition of bullying: <https://www.gov.uk/bullying-at-school/bullying-adeinition>

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 and understand the consequences of their actions.

Millbrook Primary School has a responsibility to respond promptly and effectively to issues of bullying.

Aims and Objectives

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- 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.

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
- 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 on a regular basis
- begins to do poorly in school work
- goes 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 unexplained cuts or bruises
- goes 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

- All cases of bullying should be taken to either the child's class teacher or the head teacher.
- If a case of bullying is taken to the child's class teacher they will consult with the head teacher on how to address the situation.
- In cases of serious bullying, the incidents will be recorded by staff.
- In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem.
- If necessary and appropriate, police will be consulted.
- The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly. We will work with in school and with parents to help the bully (bullies) change their behaviour

Outcomes

- The bully (bullies) may be asked to genuinely apologise. Other consequences may take place.
- In serious cases, suspension or even exclusion will be considered.
- If possible, the pupils will be reconciled.
- After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
- Pastoral work may take place, if appropriate, with either the victim(s) and/or the bully (bullies) e.g. TaMHS, Counselling, Creative Kids etc.

Teaching and learning

Prevention

At Millbrook we follow the Jigsaw scheme of work which includes teaching children how to recognise signs of bullying and how to respond if they are being bullied themselves or witness other pupils being bullied. This is covered largely during the Celebrating Differences Jigsaw puzzle piece.

Our school rules, the Purple Promises, reflect Millbrook's attitude towards bullying with children committing to 'Respect People and Property'. Children are taught to keep the Purple Promises and these are used on a daily basis to remind children of behaviour expectations.

A whole school focus on bullying takes place during anti-bullying week in November each year. Staff focus on reiterating the definition of bullying so pupils have a good understanding of what it is and how to respond appropriately. It is also a time to raise the profile of Millbrook's anti-bullying attitude through assemblies, competitions and lessons. Staff use the anti-bullying alliance's resources and other anti-bullying websites to support these lessons.

Millbrook also takes part in Safer Internet Day each year, with a similarly high profile day.

Millbrook seeks to promote the skills taught through the Jigsaw scheme and believe that an emphasis on these will help prevent future incidents of bullying and build self-esteem among individuals. Millbrook also teaches the children to remember the three bs – Believe in yourself, Blow the whistle, Ban bullying!

The effectiveness of Millbrook's handling of bullying concerns are reviewed annually through parent and pupil anti-bullying surveys. This helps the school continue to improve and refine its policy and procedures.

HELP ORGANISATIONS:

TaMHS

Referred through the GP or school

Related Policies

PSHE

Behaviour for Learning

Related government documents

<https://www.gov.uk/government/publications/preventing-and-tackling-bullying>