



Moredon Primary and Nursery School



Anti-Bullying Policy

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The aim of this policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Only when all issues of bullying are addressed, will pupils be able to fully benefit from the opportunities available at school. Bullying is an anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated at Moredon Primary and Nursery School.

What is Bullying?

Bullying is defined as:

‘The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological. It can happen face-to-face or online’

www.anti-bullyingalliance.org.uk

Examples of what bullying may look like (but is not limited to):

Being unfriendly, excluding, tormenting (hiding books, threatening gestures), pushing, kicking, hitting, punching or any other use of physical violence. Racist racial taunts, graffiti, gestures, unwanted physical contact or sexually abusive comments. Name-calling, sarcasm, spreading rumours, teasing, text messages and calls including misuse of associated technology for example camera and/or videos and lastly Cyberbullying of which involves all areas of the internet, including email and internet chat room misuse.

Aims

This policy is designed to ensure that as a school we are alert to signs of bullying and act promptly and firmly against it, this promotes a secure and happy environment free from threat, harassment and any type of bullying behaviour.

- To take positive action to prevent bullying from occurring through a clear school policy on Personal and Social Development.
- To show commitment to overcoming bullying by practising zero tolerance.
- To inform pupils and parents of the school's expectations and to foster a productive partnership, which helps maintain a bully-free environment.
- To make children aware of their right to be safe and their responsibilities to ensure others feel safe.
- To make staff aware of their role in fostering the knowledge and attitudes which will be required to achieve the above aims including, whole school and individual staff responsibilities. Never ignoring suspected bullying. Not making premature assumptions. Listening carefully to all accounts and investigating as fully as possible. Adopting a problem-solving approach which moves pupils on from justifying themselves. Completing the school pro-forma for recording bullying incidents and always reporting them to the principal. Following up regularly ensuring that bullying has not resumed. Using a range of teaching and learning styles and strategies which challenge bullying. Using interventions which are the least intrusive but the most effective.

Support for Parents

When parents raise a concern that their child is being bullied it is essential that this concern is taken seriously and not dismissed without further enquiries being made. The bullying incident report form can be used as a focus of the discussion with a parent so that there is a clear record of the concern and of any immediate action needed to be taken by school staff.

Procedures and Recording

Recording incidents is vital as it allows school staff to identify patterns of behaviour, as often what is perceived initially to be a trivial incident, may be part of a number of incidents which can be serious for the individual child.

The following steps will be taken when dealing with any incident:

All reported incidents will be investigated immediately by the member of staff who has been approached or who witnessed the incident. They will listen to the child reporting the incident and make sure that they feel that their concerns are being taken seriously. They will record the incident on CPOM's. If a member of staff feels that this is one of a number of incidents, or particularly severe, they will refer immediately to a member of the Senior

Leadership Team (SLT). If the member of staff feels the incident is 'minor' and does not merit a referral, they will make sure they deal with the incident effectively and in line with the positive behaviour policy.

Children must feel that their complaint has been dealt with properly and if a member of staff is unsure on what to do, they will seek advice. Once a referral to the SLT has been made, a thorough investigation of the incident involving all parties will be undertaken and this will be recorded in writing in the appropriate section of the referral form. The principal will always be made aware of any incidents which have been dealt with by SLT. After the investigation has taken place, a decision should be made as to whether a case of persistent bullying is taking place. If this is the case, the parents of the perpetrator will be invited to discuss the situation with the Principal or Assistant Principal as appropriate. Parents of the bullied child must be kept informed of the whole process and it is vital that they feel satisfied with the way the incident has been dealt with. If an allegation of bullying is made by a parent, full written details should be taken and thus referred to the Principal or Assistant Principal.

Support

Pupils who have been bullied will be supported by:

- Being offered an immediate opportunity to discuss the experience with a member of staff.
- They will be reassured and offered support with the hope to restore their self-esteem and confidence.

Pupils who have bullied will be helped by:

- Discussing what has happened and how the pupil became involved.
- Discussions around establishing the wrong doing and support in what is needed to change.
- Parents/Guardians will be informed and encouraged to have further discussions with the pupil.

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHE, through assemblies and across subject areas, as appropriate, in an attempt to eradicate such behaviour.

Incidents of bullying outside the school's premises

Although schools are not directly responsible for bullying off the school premises, we would still encourage victims "not to suffer in silence".

Actions the school could take, if deemed appropriate, include:

- Talking to the local police about the problems within the Community.
- Talking to other schools (if appropriate) whose pupils are involved in bullying off the premises.

Bullying can also take place via text messages, MSN and other means of 'cyber communication'. This often happens out of school hours, but has implications for the parties involved when they are in school. We would always talk to pupils and parents about the issues and take their concerns seriously.

Adult Bullying

From time to time, adults behave inappropriately towards each other. If any parent feels that they are being treated inappropriately within our school community, they must report this to the principal immediately.

On occasions, when a parent suspects another child of inappropriate behaviour towards their own child, they try to take matters into their own hands. Unfortunately, this can result in parents approaching other parents in groups, inappropriate verbal exchanges in front of pupils or a breakdown in communication. If children are experiencing problems with other children, parents must not take matters into their own hands and instead raise this with the class teacher or principal. Parents' confronting other parents in the playground is not acceptable and this could be viewed as adult bullying. The school should be informed immediately of any concerns so that we can intervene to resolve the problem to ensure our school community remains a happy, safe and enjoyable place where everyone wants to be.

Incidents of Online Bullying

Aim

Moredon Primary and Nursery School are committed to act on any Incident of online bullying and reserve the right to act upon these as per 'Section 89: Clause 5' of the 'Education and Inspections Act 2006'. This means that the school reserves the right to deal with any bullying incident that could relate to the school "to such extent as is reasonable" whether it is on the school premises or within the online world.

Definition

As there is no legal definition of bullying, for the purposes of this policy the school will use the following summary:

"The repeated use of electronic communication in any form, on any platform, which would cause harm or distress to another person." *'Children's rights Article 19 of the UNCRC: Children should be protected from being hurt or mistreated, in body or mind'*

Moredon Primary and Nursery School is a 'rights' respecting school.

Statement of Intent

The school will deal with any incidents on an individual case by case basis, using a set of sanctions that are proportionate to any behaviours demonstrated.

The school will take into account:

- The context
- The intention
- The impact of any incident before determining the response and actions to be taken.
- The school will allow a degree of flexibility in the application of actions, for example, a series of low-level incidents could be treated differently from incidents that are persistent and more serious.

Procedure

All incidents of online bullying should be logged and recorded on CPOMs under the category 'Online Safety'. This enables identification of any patterns of behaviour and allows issues to be dealt with proactively and proportionately. Any incident should be reported to the principal of the school.

A written record of the incident should be made and then monitored by the E-safety co-ordinator of the school. The principal will consider the context, intention and impact of the incident, in order to determine the level of sanction put in place.

Parents and carers from both parties must be informed and advised of any action that takes place. The principal will decide on a sanction which is proportionate to the incident.

Monitoring, Evaluation and Review of this policy will take place annually as part of the safeguarding programme