

MOAT PRIMARY SCHOOL

ANTI-BULLYING POLICY

RATIONALE

The Staff and Board of Governors are completely opposed to bullying behaviour and will not tolerate it. It is entirely contrary to the values and principles we work and live by. All staff and pupils have a right to work, enjoy and learn in a secure and caring environment. They also have a responsibility to contribute to the protection and maintenance of such an environment.

PRINCIPLES

- All pupils have a right to learn free from intimidation and fear
- The needs of the victim are paramount
- In this school we will not tolerate bullying behaviour
- Bullied pupils will be listened to
- Reported incidents will be taken seriously and thoroughly investigated

DEFINITION

Bullying is recurring aggression by an individual or group of pupils to hurt, threaten, embarrass or frighten another. Bullying can be physical, verbal or psychological. It can involve making gestures, extortion and exclusion. It is an abuse of power. Bullying can be planned and organised or it may be unintentional.

FORMS OF BULLYING

- Physical violence, such as hitting, pushing or spitting at another pupil
- Interfering with another pupil's property, by stealing, hiding or damaging it
- Using offensive names when addressing another pupil
- Racist, homophobic or other offensive name-calling
- Teasing or spreading rumours about another pupil or his/her family
- Belittling another pupil's abilities and achievements
- Sending offensive texts or messages on mobiles or e-mails
- Writing offensive notes or graffiti about another pupil
- Excluding another pupil from a group activity or purposely ignoring another pupil
- Ridiculing another pupil's appearance, way of speaking or personal mannerisms.

LINKS WITH OTHER SCHOOL POLICIES

The school's bullying policy is linked to other Pastoral Care policies i.e. Child Protection, Positive Behaviour/Discipline, Acceptable use of the Internet and Health and Safety policies.

PARTICIPATION AND CONSULTATION PROCESS

The participation of all stakeholders is paramount in the drawing up/revision of the anti-bullying policy. Within our whole-school community this has involved:

- awareness-raising talks to highlight bullying issues
- a focus on bullying as part of whole-school 'Safety Day'
- the use of Circle time and Drama to explore key bullying issues
- questionnaires distributed to parents, pupils and whole-school staff
- monitoring, evaluation and review

RESPONSIBILITIES OF ALL STAKEHOLDERS

Our staff will:

- foster in our pupils self-esteem, self-respect and respect for others
- make this a happy and safe environment for all pupils
- demonstrate by example the high standards of personal and social behaviour we expect of our pupils
- discuss bullying with all classes, ensuring that pupils recognise what constitutes bullying so that every pupil learns about the damage it causes to both the child who is bullied and to the bully, and the importance of telling a member of staff about bullying when it happens
- be alert to signs of distress and other possible indications of bullying
- listen to children who have been bullied, take what they say seriously and act to support and protect them in accordance with agreed procedures
- report suspected cases of bullying to the Designated teacher (Mrs Patterson) or Deputy Designated teacher (Mrs Humphreys)
- follow up any complaint by a parent about bullying, and report back promptly and fully on the action which has been taken
- deal with observed instances of bullying promptly and effectively, in accordance with agreed procedures
- take advice from the Behaviour Support Team / relevant agencies

We expect our pupils to:

- behave in a caring manner towards other members of the school community
- refrain from becoming involved in any kind of bullying, even at the risk of incurring temporary unpopularity
- intervene to protect the pupil who is being bullied, unless it is unsafe to do so
- report to a member of staff any witnessed or suspected instances of bullying, to dispel any climate of secrecy and help to prevent further instances.

Anyone who is bullied should:

- not suffer in silence but have the courage to speak out, to put an end to their own suffering and that of other potential targets

We ask our parents to support their children and the school by:

- watching for signs of distress or unusual behaviour in their children, which might be evidence of bullying
- advising their children to report any bullying to the Principal or a member of staff, and explaining the implications of allowing the bullying to continue unchecked, for themselves and for other pupils
- advising their children not to retaliate violently to any form of bullying
- being sympathetic and supportive towards their children, and reassuring them that appropriate action will be taken
- informing the school of any suspected bullying, even if their children are not involved
- co-operating with the school if their children are accused of bullying, trying to ascertain the truth, and pointing out the implications of bullying, both for the children who are bullied and for the bullies themselves.

The Responsibilities of All

Everyone should work together to combat and, hopefully in time, to eradicate bullying.

PREVENTATIVE INTERVENTIONS TO CREATE A BULLY-FREE ETHOS

These may include:

- whole-class discussion about bullying and how we should respond to it
- the 'no blame' approach
- circle time
- teaching verbal strategies e.g. 'Stop, I don't like that'
- the use of Anti-bullying bookmarks as a reminder prompt to pupils
- an Anti-bullying week in November
- creative writing/journal writing
- drama and role play
- art to express emotions and convey experiences
- using picture books and novels relating to incidences of bullying in order to promote discussion
- curricular opportunities to stress the importance of co-operation and sharing
- audio-visual materials
- identification of areas on the school premises which might facilitate bullying
- use of the 'Buddy System'
- parental Involvement
- counselling the bullied/bullying pupil (in serious cases)
- sanctions e.g. loss of play time, a letter of apology. In cases of continued bullying, procedures leading to suspension may be implemented.

RESPONDING TO INCIDENTS OF BULLYING BEHAVIOUR

- All parties should be listened to carefully, using the 'no blame' approach
- Incidents of bullying should be reported to Mrs Humphreys or Mrs Patterson
- Incidents should be fully investigated. Support should be given to the bullied pupil and feedback should be given to all those concerned
- Sanctions and/or a support plan should be put in place
- Parents/carers of all pupils involved in the bullying incident should be informed about what has happened and how it is being dealt with
- A written record should be made of all incidents and discussions, for inclusion in the Pastoral Care File and SIMS record-keeping system
- The situation should be monitored and reviewed with all parties at an agreed time in the future
- Advice and support may be obtained from relevant professionals such as the EWO, Behaviour Management team, Educational Psychologist, Childhood and Adolescent team, CASS, etc

CONTINUOUS PROFESSIONAL DEVELOPMENT OF ALL STAFF

In-school training will be provided annually for teaching and ancillary staff. Co-ordinators will attend EA training as appropriate.

MONITORING AND REVIEW

The anti-bullying policy will be monitored and reviewed annually. Consultation with parents, staff and pupils will take place at regular intervals.

Signature _____ (Chairperson)

_____ (Principal)

Nov 2016