

Mendell Primary School



ANTI-BULLYING POLICY



Adopted by Governing Body: May 2022

To be reviewed: May 2024

Aspire Challenge Achieve

AIMS

Our School states that bullying in whatever form will not be tolerated. We aim to create a caring, happy, listening environment where everybody will respect each other and accept and celebrate differences. We encourage all who come to our school to feel good about themselves. The school shall make no discrimination or differentiation on the grounds of race, colour or ethnic background and shall treat every person with equality and respect. We are all mutually responsible for the wellbeing of each other and ultimately it is the responsibility of the whole school community to eradicate bullying by ensuring the development of a caring and supportive ethos. Bullying can cause a great deal of unhappiness; the only efficient way to deal with bullying is to bring it out in the open. Our school is a Rights Respecting school and aims to ensure all children are kept safe and well. [Article 19: to ensure that all children are protected from all forms of violence, abuse, neglect and mistreatment.]

WHAT IS BULLYING?

The pupils of the school have agreed the following definitions through assemblies, class councils and school council meetings:

- Bullying hurts, frightens or threatens
- Bullying is intentional
- Bullying is repeated

We believe Bullying is the persistent use of any kind of behaviour with the intention of hurting another person, and which results in pain or distress to the victim.

There are many definitions of bullying, but most consider it to be:

- Deliberately hurtful (including aggression)
- Repeated often over a period of time
- Difficult for victims to defend themselves (The Children's Act 2004)

Following whole school consultation at Mendell Primary, we defined bullying as having occurred Several Times On Purpose (S.T.O.P) which is indicated to children with a palm of hand held up as a stop signal. ALL Staff, governors, pupils and parents should have an understanding of bullying and clear procedures for reporting bullying should be understood and followed.

The school will be proactive in respect of unacceptable conduct which occurs outside the school that is connected to the school.

TYPES OF BULLYING

- Physical: Pushing, kicking, hitting, spitting, biting, punching or any use of violence or unwanted sexual contact
- Verbal: Threatening, name-calling, sarcasm, spreading rumours, teasing.
- Indirect: Ignoring or excluding from groups, tormenting (i.e. hiding books, threatening gestures), being unfriendly, and glaring and staring,
- Targetted:
 - Racial: taunts, graffiti, gestures.
 - Gender: Sexist remarks, offensive stereotyping or belittling of a person's gender or gender transition
 - Homophobic: Including Biphobic and Transgender name calling, offensive use of HBT language.
 - Disability: Physical, verbal, emotional abuse of a person because of their disability. Cyber bullying Mobile, Internet and Wireless technologies used to taunt or abuse others. (This is a very specific type of bullying from outside school which impacts within school and needs to be dealt with.)

WHAT THE SCHOOL AND STAFF ARE DOING

- Safeguard all children who report bullying and always listen to any concerns.
- Request all children read and sign our Anti-Bullying contract which encourages good communication to enable school to deal with bullying when Class Charters are established at the beginning of the year. Every September, classes will write their own class rules and display them in the classroom linked to our Rights Respecting Code.
- Ensure regular training updates occur for staff on identifying bullying and following school policy and procedures and they are alert to signs of distress and other possible indications of bullying.
- Ensure children are aware of immediate 'safe places' supported by staff for vulnerable children eg Lunch Clubs.
- Regularly canvas children's views on the extent and nature of bullying in school.
- Involve children in anti-bullying campaigns, participation in National Anti-Bullying week and updating the policy.
- Class teachers will discuss bullying openly and the effects of bullying on a regular basis as part of their English work, drama, class councils and through units of work in the SMSC curriculum and during P4C.
- All children will be taught about their rights and responsibilities to others.
- Ensure playgrounds have a high level of supervision during playtimes and lunch breaks.
- When necessary, a class, Key Stage or School Assemblies are arranged to reinforce the anti-bullying message.
- Resources are available from the Rights Respecting school file, SEAL project and PSHE, P4C resources and assemblies.
- Seek support from outside agencies if necessary.
- Anti bullying messages and information including the telephone numbers of CHILDLINE will be displayed around school.
- Support put in place for children who have been targets of bullying and those who have been accused/found to be the bully.

THE SCHOOL PROCEDURES:

The school will:

- Complete an alleged bullying incident form or targeted incident form.
- Establish if actions are Several Times On Purpose and therefore bullying or a one off serious incident of bullying.
- Take all bullying problems seriously.
- Investigate all incidents thoroughly.
- Ensure appropriate actions are taken (see behaviour policy)
- Keep a written record of the incident, investigation and outcome (including sanctions)
- Monitor behaviour regularly.
- Inform parents of concerns.
- Provide relevant support to the victim, bully and family if necessary.
- Participate in National Anti-Bullying Week
- Obtain the views of the School Council
- Monitor and review the policy

WHAT WILL THE SCHOOL DO FOR THE VICTIM?

The school will:

- Reassure the victim that they will try and stop the bullying and that telling does not rebound on the victim.
- Support the victim by listening and by encouraging them to talk about their experience.
- Encourage the victim to accept the bully's apology if appropriate.
- Tell the victim who to turn to should any further problems arise.

- Involve school Support Worker if appropriate.
- Monitor to ensure bullying does not continue.

WHAT WILL THE SCHOOL DO FOR THE BULLY?

The school will:

- Talk to the bully/bullies and inform their parents.
- Try to find out why the bullying is happening.
- Involve school Support worker if appropriate.
- Try to solve the problem between the bully/bullies and the victim.
- Tell the bully how the victim is feeling.
- Help the bully to accept responsibility for his/her actions.
- Help the bully to change his/her behaviour by keeping in contact with them.
- Do everything it can to help a bully who admits he/she has a problem.
- If appropriate bring the victim and bully together, with an adult present, for the bully to apologise to the victim.
- Ensure appropriate sanctions are given (see behaviour policy)
- Monitor behaviour to ensure it does not continue.
- If necessary, the child will report to the Head Teacher's office at the beginning and end of each day and will be collected by the parents/carers.

The most severe sanction is exclusion from school. As a school we have a responsibility before resorting to this, to do everything reasonably possible to effect a change in the behaviour of the bullying child, so that they can ultimately live in an adult world showing empathy to other people.

TACKLING CYBERBULLYING

Mobile, Internet and wireless technologies have increased the pace of communication and brought benefits to users worldwide; but their popularity provides increasing opportunities for misuse through 'cyberbullying'. School staff, young people and parents have to be constantly vigilant and work together to prevent this form of bullying and tackle it whenever it occurs.

What is cyberbullying?

Research commissioned by the Anti-Bullying Alliance from Goldsmiths College, University of London, identifies the following categories of cyberbullying:

- ♣ Text message bullying
- ♣ Picture/video clip bullying
- ♣ Phone call bullying
- ♣ Email bullying
- ♣ Bullying through instant messaging
- ♣ Bullying via websites

Who is most vulnerable?

Because of the anonymity that new communications technologies offer, anyone with a mobile phone or internet connection can be a target for cyberbullying. What's more, bullies can reach much larger numbers within a peer group than they can with conventional bullying, for example, vindictive comments posted on a website can be seen by a large number, as can video clips sent by mobile phone.

School Procedures

We have a Code of Practice which promotes safe internet etiquette; this is agreed and signed by all parents/carers. Pupils at Mendell Primary School are not allowed to bring a mobile phone into school (without special arrangements) or take one with them on a school trip. As part of the Computing curriculum, pupils will be taught about safe internet etiquette and the risks of

new communication technologies, the consequences of their misuse and how to use them safely through the Computer Literacy units. We advise our pupils never to give out personal contact details online or post photographs of themselves on sites. We advise our pupils that they should not respond to abusive emails, text messages or phone calls and should always tell an adult. Security systems are in place to prevent images and information about pupils and staff being accessed improperly from outside the school. We will work with other outside agencies to manage cyberbullying. We will take action if a pupil is being cyberbullied or is bullying someone else. We have established good links between our school and counselling organisations and will seek advice and support if and when necessary.

BULLYING OUTSIDE SCHOOL PREMISES (INCLUDING CYBERBULLYING)

Any incidents which occur outside school which have (or may) continue to be an issue in school will be investigated and dealt with appropriately. This would usually involve discussions with parents/ carers of children involved.

The Senior Leadership Team will review this policy on a day to day basis and the Head Teacher reports to the Governors on the effectiveness of the policy. It is formally reviewed annually responding to the views of the children, staff and parents.