



Anti- Bullying Policy

Anti-Bullying Policy 2016

This document is a statement of the aims, principles and strategies for the prevention of bullying in May Bank Infants School.

It was produced through a process of consultation with parents, staff and Governors of May Bank Infants School and was adopted by the Governing Body in 2000 and reviewed in 2007, 2009, 2012 and 2016.

It will be reviewed again in 2018-19.

This policy should be read in conjunction with a number of policies including those regarding Safeguarding, Early Years Education, Inclusion, the SEN & Disability Act 2001, Equal Opportunities, Community Cohesion, our overarching Equalities Policy, Disability Equality and Access, Racial Harassment, Gender Equality, PSHCEe Policy and More Able and Talented Policy.

Our Mission statement:

At May Bank Infants School we work towards:

"The whole and wholesome development of each child in a happy and caring learning environment."



Aims

It is our aim for every child, whatever their background or circumstances, to have the support they need to:

- Be Healthy
- Stay Safe
- Enjoy and Achieve
- Make a positive contribution
- Achieve economic well-being

In this school we want everyone to feel safe to enjoy what we have to offer without fear. That is why we have all agreed that we will have no bullying here. Every student and member of staff has a right to study or teach without discrimination or threat and be able to fulfil their potential.

Bullying prevents this because it can make a person feel:

- Different from others.
- Physically and/or mentally hurt or distressed.
- Unsafe and/or frightened.
- Unable to do well and achieve.
- Unable to see a positive future.

May Bank Infants School recognises that:

- Bullying is unacceptable, regardless of how it is delivered or what excuses are given to justify it;
- All acts of bullying have a harmful effect on pupil development, both educational and social;
- The needs of both the bully and the bullied should be identified and addressed in a supportive manner;
- Dealing positively with bullying encourages a positive ethos that promotes respect, co-operation and understanding of others, thus preparing pupils for life in a diverse society.

What is "bullying"?

Bullying is repeated behaviour by one or more people which produces damaging or hurtful effects, physically or emotionally, to any individual. The Anti Bullying Alliance definition elaborates:

"The intentional hurting of one person by another, where the relationship involves an imbalance of power. It is usually repetitive or persistent, although some one-off attacks can have a continuing harmful effect on the victim."

Bullying is a subjective experience and can take many forms, leading to self-doubt, lack of confidence, low self-esteem, depression, anxiety, self-harm and even suicide. It is repetitive, wilful or persistent behaviour that is intentionally harmful, carried out by an individual or group. It is an imbalance of power, leaving the victim feeling defenceless.

Bullying generally fits into two categories: emotionally or physically harmful behaviour, including name calling, taunting, making offensive comments, kicking, hitting, pushing, taking belongings, text messaging, emailing, gossiping, excluding people from groups, spreading hurtful and untruthful rumours.

Types of bullying

Bullying can be:

- Physical - Pushing and shoving, tripping up, kicking, spitting.
- Emotional - Humiliating someone, name calling, using insulting names or comments.
- Driven by a prejudice - This might be homophobia, racism, or victimising those who have special needs or disabilities. It may be picking on a looked after child because they are cared for away from home or it may be picking on a child who cares for a sick relative.
- Indirect e.g. spreading rumours whether true or not.
- Cyberbullying i.e. any form of bullying using a mobile phone or the internet, chat rooms, social networking sites, instant messaging or email.

It may also be bullying when:

- The same person or group always leaves someone out or shuns them.
- Someone makes threats of violence against someone else.
- Someone damages someone else's kit or clothing deliberately.
- Someone takes someone else's belongings deliberately.
- Someone tries to force someone else to do something they do not want to do.
- Someone tries to force another to do something sexual they do not want to do.

Please note that although all of these actions are serious and adults should always intervene, they may not always be regarded as bullying unless they are part of an ongoing pattern of behaviour against the victim.

Principles and Priorities

1. All forms of bullying are unacceptable, regardless of how it is delivered or what excuses are given to justify it.
2. We work in a pro-active way to reduce bullying.
3. We actively listen to children.
4. All children have a right to feel secure and to expect protection from adults in positions of care and responsibility.
5. We act to create a safe and secure environment.

Aims of this statement

1. To reduce and eradicate, wherever possible, instances in which children are subjected to bullying in any form.
2. To establish appropriate means of providing after-care should an incident of bullying occur.
3. To ensure that those who are involved in the life of the school are aware of this policy and fulfil their obligations to it.

Persons covered by this Policy

All children will be covered by this policy. The school and Local Education Authority treat bullying among their employees as a potential disciplinary matter.

Preventing bullying

- Through the environment, ethos and attitudes fostered in school, the life and organisation of the school, and repeatedly teaching desirable caring behaviour, staff work towards preventing bullying.
- Teachers and non-teaching staff should be generally watchful of classes and observe social relationships so that we can be sensitive to any children who may need support.
- Adults will model respectful behaviour.
- Every child or young person will have their rights respected.
- We will work to reduce racism, homophobia, etc.
- We will work to help everyone understand and respect people with disabilities.
- We will use curriculum approaches e.g. through PSHE and Citizenship lessons.
- We will teach young people appropriate social and emotional skills e.g. using SEAL.

- Children/young people are encouraged to report any unkind behaviour which might lead to, or be deemed to be, bullying.

Dealing with bullying

- Children should be encouraged to tell someone if they are deliberately hurt or upset by another child.
- Instances of bullying seen or suspected by staff themselves, or reported by parents, should be taken seriously, investigated, and staff will intervene swiftly to take appropriate action to stop it.
- Parents of the children concerned will be involved as far as possible.
- Appropriate care and concern will be shown to all children involved in incidents.
- All incidents of bullying should be reported to the headteacher and will be recorded if falling under the definition of "bullying" as stated in this policy.
- Pupil awareness, attitudes and skills will be addressed through the curriculum, including PSHCE, SEAL activities, Circle Time and assemblies.
- We will listen respectfully to the child.
- We will take steps to stop the bullying with the child's permission.
- We will support children who have been bullied to help them build confidence.
- We will act to keep any child who has been bullied safe over the long term.
- We will meet with the perpetrator/s and try to resolve the problem.
- We will tell them we have noticed their behaviour is hurtful/ unacceptable.
- We will work with anyone who bullies to help them change their behaviour.
- We will encourage the perpetrator/s to acknowledge the hurt they have caused and learn from the incident.
- We will give the perpetrator opportunities to change but if this fails we will take further steps, which may include further meetings with parents, close supervision of the perpetrator, referral to Behaviour Support, CAMHS and ultimately exclusion.
- We will put in place sanctions to be used as appropriate.
- We will monitor and follow up incidents to ensure bullying has stopped.
- We will involve outside agencies as and when appropriate.

Reporting bullying

- If any parent has concerns about bullying they should report this to the classteacher in the first instance, who will ensure that the concern is brought to the attention of the Headteacher.
- We will respond to parents promptly when bullying issues come to light, whether their child is the one being bullied or the child doing the bullying.
- We will ensure that all parents are made aware of the Complaints Procedures through the prospectus and school website.
- Wherever possible we will work with children and their parents to address bullying issues that arise out of school.

Conclusion

We want the school environment to be free of any threat or fear which will enable us to support the aspirations, achievement and welfare of everyone in the school community.

This policy contributes towards the management of behaviour and discipline in the school.

Monitoring and Reviewing

This policy is reviewed periodically (unless guidance has been updated in the interim) by the Headteacher, Staff and Governors of May Bank Infants School. It was adopted by staff on 20-01-00 and governors on 07-02-00. It was reviewed in connection with the school's behaviour and discipline policy. It was updated in light of "Every Child Matters" and the Staffordshire Anti-Bullying Strategy review (2006) in 2007, 2009, 2012 and 2016. It will be reviewed again in 2018-19.

Signed (Chair of Governors)

Dated

Signed (Headteacher)

Dated

Appendix:

Guidance for Staff

- Record the incident.
- See the bullying child/children separately and agree what they will do.
- Follow up to ensure the victim is safe.
- Report actions taken to parents of all children involved.
- Aim to integrate the bullied child within the group.
- Praise the bullying child for positive behaviour in subsequent days.
- Track any further actions such as calling in an outside agency, calling or writing to parents, or undertaking any mediation or other meetings.
- Report action taken to the Headteacher (or, in their absence, to the Deputy Headteacher).
- Ensure that all staff, including temporary and cover staff, are aware of our anti-bullying policy and approach.