

## **Maids Moreton C.E. School**



### **Anti-Bullying Policy**

#### **Introduction**

This document is a statement of aims, principles and strategies for anti-bullying at Maids Moreton CE School. The purpose of the policy is to ensure a consistent approach throughout the whole school.

To raise pupils' awareness the subject is integrated through the PSHCE Curriculum, Religious Education and Collective Worship, in an attempt to prevent such unacceptable behaviour. It should be read in conjunction with the school policies for Safeguarding, Discipline and Pupil Behaviour, Child Protection and PSHCE.

#### **Aims of the School**

As a Church school, Maids Moreton CE School is committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. We are an inclusive school and believe that every child and adult has the right to come to school without the fear of being bullied, due to their gender, race, sexual orientation, disability, faith or ethnicity. Bullying of any kind is unacceptable and will not be tolerated at our school.

All members of the school community, pupils, parents, teaching and non-teaching staff have an important part to play in fostering an atmosphere where bullying is discouraged and where each individual feels cared for and valued.

If bullying does occur, pupils are expected to tell a trusted adult, knowing that incidents will be dealt with promptly and effectively.

#### **Objectives of this Policy**

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors, 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 swiftly and thoroughly supported when bullying is reported.
- Bullying will not be tolerated.

## What is Bullying?

Bullying is defined as deliberately hurtful behaviour repeated over a period of time, where it is difficult for those being bullied to defend themselves.

Bullying can be subtle or blatant. It can cause short term suffering for the victim or go on for years. It is always damaging, and it must always be taken seriously and addressed.

Bullying can be:

- **Physical** – pushing, kicking, hitting, punching or any use of violence.
- **Verbal** – name calling, sarcasm, spreading rumours, teasing, insults, making racist or other deliberately hurtful remarks.
- **Emotional** - being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures).
- **Sexual** – unwanted physical contact or sexually abusive comments.
- **Indirect** – spreading unpleasant stories about someone, excluding someone from social groups in order to isolate or intimidate.
- **Racist** – racial taunts, graffiti, gestures.
- **Cyber** – all areas of internet, such as email, social media and internet chat room misuse. Mobile threats by text messaging and calls. Misuse of associated technology through camera and video facilities.

All staff need to know how to respond to a bullying incident. Direct action against bullying occurs within a context which reminds all pupils that bullying behaviour is unacceptable and will not be tolerated.

At Maids Moreton CE School all staff challenge bullying for a number of reasons, which include:

- to safeguard the safety, happiness and personal wellbeing of all pupils.
- to promote academic achievement and progress. Unhappiness is likely to adversely affect a child's learning.
- to provide a model for acceptable behaviour. If bullying behaviour goes unchallenged, other pupils may learn that bullying is a quick, effective way of getting what they want or exerting power over others.
- to ensure we uphold our core Christian values as a caring school with a nurturing ethos. Parents will support a school that responds positively and effectively to bullying.

## Why it is Important to Respond to Bullying?

Bullying hurts and is damaging to those who experience it and to those who perpetrate it.

At Maids Moreton CE School we find all behaviour of this sort unacceptable and will do our best to prevent it by:

- making children aware of how dangerous and damaging it is

- by rewarding pupils for caring and considerate behaviour
- by supporting all victims of bullying
- by taking firm action against those who are responsible for bullying

### **Signs and Symptoms**

The school's teaching and non-teaching staff will be alert to the signs of bullying and act promptly and firmly, in accordance with school policy.

A child may indicate signs of 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 and from school
- begs to be driven to school
- becomes unduly shy and nervous
- unusually clingy towards adults
- 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 to run away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning/feigns illness
- begins to perform less successfully in their school work
- comes homes with clothes torn or books damaged
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money (to pay the bully)
- has unexplained cuts or bruises
- comes home hungry (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 and jumpy when cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

### **Responses to bullying at Maids Moreton CE School**

#### **General approach**

- prompt action by staff
- questioning all relevant pupils/parties to establish the facts
- establishing clear lines of communication to deal with bullying and giving staff guidelines on how to identify bullies/victims and how to help them
- encouraging pupils to talk to staff and/or parent/s

- involving parents
- giving our pupils guidance, strategies and opportunities to help overcome the problem
- involving pupils in a 'buddy' scheme to encourage pupils to support each other in their relationship with other pupils

### **Dealing with specific incidents of bullying or suspected bullying**

- A full investigation will take place with members of staff remaining neutral and using clear, unbiased questioning to establish facts. All relevant parties/pupils will be questioned. Facts will also be established through close monitoring and observations of relevant pupils at work/play and feedback from staff.
- Sanctions will be applied to the perpetrator/s of the bullying.
- Each pupil involved will have an opportunity to talk and the discussion is focused on finding a solution and preventing the bullying from reoccurring.
- The pupils will be encouraged to put forward their own solutions, supported by school staff, and discuss how their proposals will be put into action.
- A follow up meeting will take place to find out whether the solution has been effective or not.
- A clear account of any incidents will be recorded and given to the Head Teacher.
- Minutes of all meetings will be recorded and kept on file by the head teacher.
- Parents will be involved and kept informed at all times.

Pupils who have been bullied will be supported by:

- Reassurance from school staff
- Continuous support and close monitoring by school staff to prevent reoccurrences.
- Restoring self-esteem and confidence through nurture and one to one time and support.
- Offering opportunities to discuss any issues that arise in a timely manner with a member of staff.

Pupils who have bullied others will be helped by:

- Discussing what happened.
- Discovering why the pupil became involved.
- Establishing the wrong doing and need to change the undesired behaviours.
- Informing parents or guardians to help change the attitude and behaviour of the pupil.

The following disciplinary steps can be taken:

- 'One off' incidents which do not result in any actual physical harm. -A reprimand may be sufficient to deter a pupil from any further offences
- Problem solving approaches may be used if a number of pupils are involved

- Where there is damage to property or physical harm, or repeated bullying of any form, a serious response is considered which will involve the Head Teacher and parents. Accurate records are kept of such incidents.
- Official warnings to cease offending.
- Segregation from certain areas of school premises or loss of privileges.
- In exceptional circumstances the Head Teacher will inform the School Governors and the exclusion of a pupil will be considered.

## **Monitoring**

Bullying might be reported by any member of the wider school community, by pupils, by any member of the teaching or non-teaching staff, or by parents or carers. At Maids Moreton CE School, any incidents of bullying, and how they were resolved, are monitored. This serves two purposes:

- to enable the school to keep close monitoring records and identify any patterns relating to particular pupils or groups of pupils.
- to ensure that actions taken in specific cases have been effective in tackling the problem.

The following details will be noted in the records:

- who was involved
- where it happened
- when it happened
- what happened
- what action was taken
- the impact of the action
- any follow up

The monitoring system involves all staff and is linked with the disciplinary procedures for dealing with situations involving bullying. Records must be accurate, based on facts and not speculation. These records are kept in the Head Teacher's office and are used to determine whether incidents are becoming more/less frequent or changing in nature. The results are used in evaluating and adapting the policy

## **Roles and Responsibilities**

### **Role of the Head Teacher and Governing Body**

- to ensure procedure is consistent throughout the school
- to ensure that the Anti-bullying Policy is being implemented
- to monitor bullying issues and act immediately on any cases of bullying that are raised by pupils, parents or staff members.
- to ensure patterns or trends are monitored and identified and appropriate action is taken
- to create an ethos of zero tolerance towards bullying while supporting the bullies and victims involved

## **Role of All Staff**

- take incidents seriously
- take action immediately
- reassure the victim
- offer concrete help and support
- make it clear that you disapprove of these behaviours
- explain the punishment and why it is being given
- inform colleagues, including the Head Teacher and parents
- report incidents, record the times, date and nature of the incident on the agreed school proformas and pass these records with immediate effect to the head teacher.
- develop an atmosphere where children are valued and promote high self-esteem
- ensure sanctions are followed through

## **Role of Parents/Carers/Guardians**

- support the school in the implementation of the Anti-Bullying Policy
- follow the correct lines of communication and speak directly to the school staff about any issues or concerns in a timely manner. Social media is not an appropriate outlet to voice any concerns or move towards a resolution.

The Anti-Bullying Charter and the Child line telephone number are on display in the entrance area.

## **Evaluation and Review**

Evaluation and review ensures the policy remains responsive to changing needs while continuing to protect our children from bullying. Information is collected from monitoring and feedback about the policy in practice, provided by staff, parents, pupils and governors. This is used to review and update the school's anti-bullying approach. The policy will be reviewed by governors during the three year cycle, following staff discussions and relevant comments from other interested parties.

## **Timetable for Review**

This policy will be reviewed in the Spring Term 2024 or sooner if deemed necessary.

## **HELP ORGANISATIONS:**

Advisory Centre for Education (ACE)	<a href="http://www.ace-ed.org.uk">www.ace-ed.org.uk</a>
Children's Legal Centre	<a href="http://www.childrenslegalcentre.com/">www.childrenslegalcentre.com/</a>
KIDSCAPE	<a href="http://www.kidscape.org.uk/advice/parent-advice-Family">www.kidscape.org.uk/advice/parent-advice-Family</a>
Lives	<a href="http://www.familylives.org.uk/">www.familylives.org.uk/</a>
Youth Access	<a href="http://www.youthaccess.org.uk/">www.youthaccess.org.uk/</a>

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