



Anti Bullying Policy

issued by the Governors of Milton Mount Primary School



Effective from: July 2015

Signed by: Lesley King

Next review date: Summer 2018

The Anti Bullying Policy reflects the UN Convention on The Rights of the Child (CRC) by supporting these Articles:

Article 3: The best interests of the child must be a top priority

Article 4: Protection of rights of the child

Article 19: Protection from all forms of violence

Statement of Intent:

We are committed to providing a caring, friendly and safe environment for all our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable in our school. If bullying does occur, all pupils should be able to tell someone and know that incidents will be dealt with promptly and effectively.

We know that bullying can happen in all schools and believe that the only way to control it is to be open and honest about it. Bullying can remain hidden for a long time – we are all human and incidents may get overlooked. As a school we want the support of the parents in our dealings with children who bully others and with their victims. We want all our children to learn how to deal with bullying and to realise that bullying is wrong so that it must be stopped.

Definition of Bullying:

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

Pupils:

Bullying is when someone hurts you verbally and/or physically on purpose and it keeps on happening.

Bullying can be:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening, gestures)
- Physical pushing, kicking, punching or any other use of violence
- Racist racial taunts, graffiti, gestures
- Sexual unwanted physical contact or sexually abusive comments
- Homophobic because of, or focussing on the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Cyber All areas of the internet such as email and internet chat room misuse.

Mobile threats by text messaging and calls

Misuse of associated technology i.e. camera and video facilities

Why is it important to Respond to Bullying

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

Objectives of the 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 supported when bullying is reported.
- Bullying will not be tolerated.

Signs and Symptoms

A child may indicate by signs or 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 or from school
- Begs to be driven to school
- Changes their usual routine
- Is unwilling to go to school
- Begins to truant
- Becomes withdrawn, anxious or lacking in confidence
- Starts stammering
- Attempts or threatens suicide or runs away
- Cries themselves to sleep at night or has nightmares
- Feels ill in the morning
- Begins to do poorly in their school work
- Comes home with clothes torn or books damaged
- Has possessions which are damaged or 'go missing'
- Asks for money or starts stealing money (to pay bully)
- Has unexplained cuts or bruises
- Comes home starving (lunch been stolen)
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or siblings
- Stops eating
- Is frightened to say what is wrong
- Gives improbable excuses for any of the above
- Is afraid to use the internet or mobile phone
- Is nervous or jumpy when a cyber message is received

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

Procedures

1. Report bullying incidents to staff
2. In cases of serious bullying, the incidents will be recorded by staff
3. In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem
4. If necessary and appropriate police will be consulted
5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
6. An attempt will be made to help the bully (bullies) change their behaviour.

Outcomes

1. The bully (bullies) may be asked to genuinely apologise. Other consequences may take place.
2. In serious cases, suspension or even exclusion will be considered.
3. If possible the pupils will be reconciled
4. After the incident have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Responses to Bullying

Will be shared by school, Parents/Carers and the child

Parents/Carers will be informed at the earliest opportunity

Together we will:

- Consider that the behaviour of the child doing the bullying to be at fault, but adopt an approach so that both the recipient and bully can regain their self respect
- Confront the child doing the bullying with the distress their behaviour has caused, i.e. be critical of the act NOT the child
- Set out a list of attainable goals for the child who has been bullying so we can see and reward changed behaviour
- Make it clear that retaliation is not an option
- Target the recipient and the bully with activities to build up self esteem
- As a last resort a child demonstrating persistent bullying behaviour will be excluded from school for a 'cooling off period' before going on with the responses to bullying

Bullying Outside of the School Premises

The school is not legally responsible for any incidents that happen outside of the school grounds. However the repercussions of such incidents often happen in school. The school can take the following steps in the case of bullying happening outside of the school grounds:

- Report the incident to the Police Schools Liaison Officer 07825115078 we will not interview the individuals involved if the case is deemed to be serious
- Contact other schools if it involves their pupils
- Give pupils strategies to manage incidents that happen outside of the school grounds
- Offer appropriate support to the parents/carers

Prevention

Methods may include:

- Actively supporting Anti-bullying week each year
- Circle Time
- PSHCE
- Anger Management

- Self esteem building
- Peer mediation
- Social Skills group
- Circle of Friends
- School Council, Rocking Rights and Responsibilities Group
- Writing a set of school rules
- Making a social story to be used regularly through the school day
- Signing a behaviour contract
- Writing stories, poems or drawing pictures about bullying
- Having discussions about bullying and why it matters
- Outside agencies/organisations

Monitoring and Evaluation

This policy is to be monitored and evaluated regularly by staff, governors, pupils via the school council and parents/carers.

Written February 2012

Reviewed annually. Last Review July 2015

During the updating of this policy, Safeguarding was taken account of.

Approved by the Governing Body

Signed (Chair of Governors) _____

Date _____

Review Date _____