



MARFLEET PRIMARY SCHOOL

ANTI-BULLYING POLICY

At Marfleet Primary we do not discriminate against any child or adult on the grounds of race, disability, gender, age, gender reassignment, pregnancy, maternity, religion or belief, sex, or sexual orientation. We embrace the individuality of all our community members and comply fully with the Equality Act 2010.

This policy is based on the following agreed definition of bullying:

“Bullying is the wilful, conscious desire to hurt, threaten or frighten someone. This does not have to be physical it may be verbal and includes hitting, name calling, teasing, ostracising, as well as racial and sexual harassment. It can also include threatening gestures and looks. Bullying is a form of abuse when a person is teased repeatedly in a nasty, aggressive way, causing distress, low self-esteem and loss of confidence to the victim.”

Cyber bullying is a different form of bullying and can happen all times of the day, with a potentially bigger audience, and more accessories as people forward on content at a click. Cyber bullying can be individual or group behaviour that includes hurtful texts, spreading rumours through social networking sites and assuming false identity to cause harm or mischief. Prevention is better than cure therefore, we embed good safe IT practice into all our teaching and learning. Please refer to the school's E-Safety policy.

It is important to understand that bullying is not odd occasion falling out with friends, name calling, arguments or when the occasional 'joke' is played on someone. Children and young people do sometimes fall out or say things because they are upset. When occasional problems like this kind arise it is not necessarily classed as bullying unless it is done repeatedly and on purpose.

Our school aims to positively promote good behaviour through a range of strategies based on:-

- all staff leading by example
- consistency and fairness in dealing with incidents
- sensitivity to circumstances and climate
- firmness over unacceptable behaviour based on an agreed procedure
- adherence to a clear set of school rules
- a wide variety of personal/group rewards
- high expectations by staff of work and behaviour (which are made explicit)
- opportunities for pupils to work together and support each other in a range of activities
- opportunities for pupils to be involved in decision making and school practices (through their elected School Council Members)

- close liaison with parents

Good behaviour is everyone treating others as they would wish to be treated themselves. Strategies to promote this are built into the school behaviour policy.

The aims of the school are addressed through all subjects of the curriculum and through the general life and atmosphere of the school. Daily collective worship and class R.E., pastoral provision, P.H.S.E., Citizenship and extra curricular activities are all aimed to promote opportunities for the children to develop self awareness and make mature and sensible decisions between right and wrong.

When these strategies are not sufficient and bad behaviour does occur staff follows the procedures set out in our Behaviour Policy. These guidelines also apply in situations when bullying is the core of the bad behaviour.

Roles and Responsibilities

Governing Body

The governing body is responsible for the Anti-Bullying Policy, and for ensuring that it is regularly monitored and reviewed. The governing body will:

- Support the Headteacher and the staff in the implementation of this policy.
- Be fully informed on matters concerning anti-bullying.
- Regularly monitor incident reports and actions taken to be aware of the effectiveness of this policy
- Appoint a member of the governing body to have a specific responsibility for bullying

Headteacher

The Headteacher is responsible for implementing the anti bullying policy and will ensure that:

- bullying is addressed as an issue in the curriculum
- all staff receive training that addresses bullying behaviour
- the governing body is regularly provided with information regarding issues concerning behaviour management including bullying
- a senior staff member is appointed to be responsible for the monitoring of the policy and anti-bullying strategies.

Staff

Staff have a vital role to play as they are at the forefront of behaviour management and supporting children's sense of personal safety and well being in school.

All members of staff will:

- Provide children with a good role model
- Provide children with a framework of behaviour including class rules which support the school policy
- Emphasise and behave in a respectful and caring manner to create a positive atmosphere
- Always be aware and take action when there are concerns about bullying
- Report and record all allegations of bullying following the school's policy

Parents/Carers

We expect that parents/carers will understand and be engaged in everything that is being done to make sure their child enjoys and is safe at the school and that they will support us in helping us meet our aims. We want them to feel confident that everything is being done to make sure their child is happy and safe at school.

Pupils

We expect that pupils:

- will support the Headteacher and staff in the implementation of the policy
- will not bully anyone else, or encourage and support bullying by others
- will tell an adult if they are being bullied, usually either a member of staff or parent (could suggest alternatives)
- will act to prevent and stop bullying, usually this is through telling an adult if they know or suspect that someone else is being bullied

Pupils must recognise that being a “bystander” is not acceptable, and understand how their silence supports bullying and makes them in part responsible for what happens to the victim of bullying.

Procedures

- Discuss with the victim. This will require patience and understanding.
- Identify the bully/bullies. Obtain witnesses, if possible, and record their response.
- Confront the bully with the detail and ask them to tell the truth. Make it clear that bullying is not acceptable at Marfleet Primary
- Record the incident on the ‘Incident Form’ and pass to the Anti Bullying Co
- Inform the parents of both the alleged victim and perpetrator
- Investigate fully
- Inform the Headteacher
- Outcome
 - Use age appropriate sanction (refer to Behaviour policy)
 - Restorative Circle
 - Support Group Approach
- Continue to monitor the victim and record on the ‘Incident Form’
- Involve external agencies, if necessary.

In very rare cases, where behaviour has been violent, or completely unacceptable, despite all our efforts, then exclusion from school is considered. Assurances as to their future conduct will be required from child/parents before they are allowed to return to school.

It is most important that children are encouraged to come forward and feel that they can talk about concerns without being regarded as a “tell tale”. They should be encouraged to be as open as possible to staff, School Council etc in the knowledge that they will be listened to and grievances acted upon. Staff need to use assembly time to highlight bullying/behaviour issues and the procedure involved.

Signs & symptoms for parents/carers to monitor

Watch for a pattern	What to do
Wanting more/less attention	Treat the matter seriously
Not wanting to go to school	Keep a diary of incidents
Frequent minor illnesses	Try and help your child deal with the situation
Coming home with bruises or torn clothing	Do not approach the bully
Possessions disappearing	Do not advise your child to fight back
Becoming withdrawn	Contact the school and speak to the either the class teacher or Anti Bullying Co-ordinator

This policy aims to create a positive and caring ethos where individuals are respected and feel secure in a way which enhances their social and academic development.

Complaints

If parents/carers are not satisfied with the response to any reports of bullying, they should contact the Headteacher or Anti Bullying Co-ordinator. If they remain dissatisfied, they should follow the school's complaints procedures.

This policy should be read in conjunction with other policies including:-

- The school aims
- Policy for Behaviour
- Child Protection
- SEN
- Attendance
- E-Safety
- Complaints procedures
- Whistle Blowing
- Social Relationships section of our Health Education Policy and the Equal Opportunities

It has been drawn up through consultation with all staff (teaching and non-teaching) and in consultation with our Governing Body.