



## Millhouse Primary School

# ANTI-BULLYING POLICY

### Statement of Intent

Millhouse Primary 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. Bullying of any kind is unacceptable at our school.

If bullying does occur, all pupils should be able to tell an adult in school, and know that incidents will be dealt with promptly and effectively. Anyone who knows that bullying is happening is expected to tell a member of staff, who will refer this to the Leadership Team.

### 1. Aims 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 supported when bullying is reported.
- Bullying will not be tolerated.

### 2. Practice

#### Definition

a) Bullying is a subjective experience and can take many forms. The school takes the definition of bullying from the Anti Bullying Alliance:

**"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 continuing harmful effects on the victim."**

b) Examples of bullying include; hitting, kicking, pushing, taking or damaging possessions, name calling, taunting, threatening comments, insults, leaving someone out, ignoring someone, spreading rumours etc.

c) Bullying can take place face to face, via third parties or via other means e.g. sending malicious notes, emails or text messages.

d) Children, young people and adults can bully, be bullied or switch roles. They may be bystanders while others are bullied.

e) Children who bully do so either as a result of their own insecurity or as a result of the models of behaviour they have experienced.

## **Action**

### **"Bullying - do something about it!"**

a) Adult intervention is vital otherwise children perceive that bullying is condoned in school.

b) Children often find it hard to tell anyone about incidents of bullying. The school must work hard to create an ethos and climate where children feel they can talk to someone and more importantly that they will be listened to.

c) Children must develop an understanding that adults can only help if they are told about what is happening.

d) Issues relating to bullying are dealt with in a more abstract context through assemblies, discussion, circle time, stories and as part of the PSHE curriculum.

e) Each year there is a whole school anti bullying week to raise the profile of bullying such that children know that it is taken seriously.

f) Close observation by adults and adequate supervision at break times make many incidents of bullying easy to identify and intervene in.

### **All adults will:**

- communicate to pupils that **hurting someone (physically or emotionally) is wrong and that bullying is wrong.**
- be positive role models for children.
- be vigilant to signs of distress e.g. children not wanting to come to school, not wanting to sit near a particular child, isolation, staying close by adults, a change in children's work, supposed illness, erratic attendance: speak to parents if necessary.
- listen carefully when a child volunteers information.
- investigate the matter thoroughly by speaking to all children involved.
- clearly identify the unacceptable behaviour.
- make the unacceptable nature of the behaviour and the consequences of its repetition clear to the bully i.e. sanctions.
- offer support to the victim.
- give the bullied child the opportunity to define what he/she would like to happen that would resolve the particular situation; what would they think was fair?
- ask the child who has been bullying to make a verbal promise to stop the unacceptable behaviour/actions.
- follow the behaviour policy and record incidents

- inform the child who has been bullying that if the behaviour is repeated, parents will be asked to come to school to discuss the matter with the Head Teacher.

### **All children will:**

- know that **hurting someone (physically or emotionally) is wrong and that bullying is wrong.**
- be aware through the curriculum of what bullying is
- be encouraged to deal with bullying by ignoring and walking away from it to tell an adult
- be rewarded for using non-violent behaviour towards bullies
- be encouraged to take action if they see someone in distress or any incidents of bullying by telling an adult.
- know that the school takes bullying seriously

### **All Senior Leaders will:**

- regularly reinforce the message to adults and children that **hurting someone (physically or emotionally) is wrong and that bullying is wrong** and unacceptable at Millhouse Primary School
- follow all policies and procedures and ensure that they are implemented
- use assemblies to communicate this to the whole school
- ensure records are kept of all incidents of bullying
- be able to report to the Governing Body about the effectiveness of school policies and procedures

### **All Governors will:**

- support the school in all principles set out in the policy and procedures especially the key message; **hurting someone (physically or emotionally) is wrong and that bullying is wrong.**
- not condone any bullying in school and take all incidents of bullying seriously
- require the Head Teacher to keep accurate records of all incidents and to report to the Governing Body about the effectiveness of anti bullying strategies
- respond to any formal complaint from a parent / carer in line with our complaints procedure.

## **3. MONITORING BULLYING**

The Senior Leadership Team and teachers will;

- use the results of the annual parental questionnaire to identify issues
- develop systems to allow children to self report in confidence
- monitor the incident log to determine the number of incidents and to see if there

are any persistent offenders

- consult with pupils - Circle Time activities - as part of the PSHE curriculum - through the School Council

#### **4. SUPPORT FOR PARENTS**

When parents raise a concern that their child is being bullied the concern will be taken seriously and investigated. The incident report form will be used as a focus of the discussion with a parent so that there is a clear record of the concern and of immediate action to be taken by school staff.

#### **5. INCIDENTS OF BULLYING OUTSIDE THE SCHOOL'S PREMISES**

Often staff are asked to deal with incidents of bullying which occur off the premises. Whilst DfE guidance states that schools are not directly responsible for bullying off their premises, there is still action which can be taken, which includes encouraging victims "not to suffer in silence".

The DfE guidance suggests that a range of steps can be taken by school staff including:

- talking to the local police about the problems within the Community
- talking to transport companies about bullying on the journeys to and from school
- talking to the Head Teachers of the schools whose pupils are involved in bullying off the premises
- talking to pupils about the issues and taking their concerns seriously

#### **Monitoring, Evaluation and Review**

The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.

Signed \_\_\_\_\_ Head Teacher Date \_\_\_\_\_

Signed \_\_\_\_\_ Chair of Governors Date \_\_\_\_\_