



Mitcheldean Endowed Primary School

Anti-bullying policy

Our Vision:

To ensure that every child receives the highest quality education that is engaging, enriching and inclusive, in an environment that works hard to develop, support and care for all its members, with people that foster mutual respect and encouragement in accordance with Christian Values.

Definition

Bullying is the repeated action taken by one or more children with the deliberate intention of hurting another child, either physically or emotionally. It may take many forms some of which may be:

- name calling
- taunting
- threats
- mocking
- making offensive comments
- kicking
- hitting
- pushing
- intimidation
- taking and damaging belongings
- gossiping
- excluding people from groups
- spreading rumours
- 'cyber-bullying' - text, e-mail, and internet bullying.
- homophobic behaviour
- racist behaviour
- intimidation
- harassment of adults

Aims

Bullying is wrong and damages individual children. We therefore do all we can to prevent it by developing a school ethos in which bullying is regarded as unacceptable.

We aim, as a school to produce a safe and secure environment where all can learn without anxiety.

The policy aims to produce a consistent school response to any bullying incidents that may occur.

We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibility with regard to the eradication of bullying in our school. See Prospectus, School Website and Home-School Agreement. Tackling bullying is everyone's responsibility.

Steps to be taken in the event of a bullying incident

1. Remain calm. Reacting may add to the bully's fun and give the bully control of the situation.
2. Take action as quickly as possible.
3. Reassure the victim(s) and offer concrete help, advice and support.
4. Make it plain to the bully that you disapprove and encourage the bully to see the victim's point of view.

On some occasions this may be enough to stop bullying behaviour. To help prevent a reoccurrence staff involved need to inform relevant colleagues (class teacher, lunch time supervisors, headteacher) of the incident and if possible remove any trigger factors.

If there are repeat occasions sanctions will be in line with our Behaviour and Discipline Policy and staff involved should fill out a Bullying Incident Record form (see Appendix 1) and file it in the Bullying Incident Record File located in main office.

Children do make mistakes with their behaviour. We do not want to label children and any child who genuinely wants to move forward will be given every chance to have a fresh start and show they are determined to improve.

The role of the parent

Preventing bullying and dealing effectively with it when it happens, demands a strong partnership between teachers, pupils and parents. Good communication between everyone involved is essential. Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher or the Headteacher immediately to discuss their concerns and the next stage to be taken. If children are perpetrators of bullying, parents should be open to support the school to improve their child's behaviour.

What pupils should do

At Mitcheldean Endowed Primary children are encouraged to tell, identifying an adult at school they can trust to take ownership of the problem to resolve it so they can feel safe. If a child is too nervous to tell an adult at school they are encouraged to tell a friend or parent who can contact an adult at school on their behalf.

What teachers and other school staff should do

All school staff should frequently revisit the anti bullying policy. They should follow up and discuss any complaint of bullying. Staff are expected to intervene early to prevent any behaviour potentially developing into bullying behaviour. The headteacher and teachers routinely reiterate the school's Christian ethos through the school's Golden Rule - to love God and to love your neighbour as yourself, which is encouraged through worship and in daily life.

Anti bullying and the curriculum

Bullying is tackled frequently through our values worship scheme, circle time and during CPSHE /SEAL lessons. Every year we focus on a specific aspect of bullying:

2013 - Tackling Cyber bullying

2014 - Let's stop bullying for all

Cross reference to Parent and other helpers in school - Code of conduct

Bullying, slurring or harassment of staff either directly or indirectly by the use of ICT, whether emails, texts or the use of internet sites is not to be tolerated and may result in a perpetrator being reported to the police.

This policy is cross referenced with our Confidentiality Policy, CPSHE Policy, Equal Opportunities Policy, Racial Equality Policy, E-safety Policy, Safe Guarding Behaviour and Discipline Policy and Gender Equality Policy, Home School Agreement.

Policy approved by Governors ...

Policy Renewal date ... Autumn 2017

Bullying Incident Record

Date report filed:
Name of person reporting incident:
Details of person being bullied:
Location of incident:
<u>Details of people involved</u>

Name	Age	Gender (M/F)	Ethnic origin	Vulnerable group?	Role (Ringleader/ Witness/assistant/ bystander/victim)	* Level of involvement

* Level of involvement: 1 = very involved, 2 = involved, 3 = slightly involved, 4 = only indirectly involved

Detail of incident - *Tick as appropriate*

	Physical aggression
	Deliberate exclusion
	Name calling/ teasing
	Texting

	Damage or taking possessions
	Threat
	Spreading nasty rumours/ nasty notes
	Other

Frequency and duration of bullying behaviour - *Tick as appropriate*

	Once or twice
	Several times each week

	Persisting throughout two months
	Persisting for more than a year

Other notes on the incident (including any relevant previous behaviour)

Check List - Tick as appropriate

- | | |
|---|---|
| <input type="checkbox"/> Checked for incidents involving same person. | <input type="checkbox"/> Follow up date set |
| <input type="checkbox"/> Notified parents/ carers | <input type="checkbox"/> Action agreed with victim |
| <input type="checkbox"/> Individual discussion with people involved | <input type="checkbox"/> Action agreed with perpetrator. |
| <input type="checkbox"/> Discussion with people involved | <input type="checkbox"/> Notes and other comments attached. |

Other actions - Tick as appropriate

- | | |
|---|--|
| <input type="checkbox"/> Medical treatment required | <input type="checkbox"/> Refer to other agencies |
| <input type="checkbox"/> Police involvement | <input type="checkbox"/> Specific report from staff attached |

Details of action agreed with people involved (and parents)

Completed by:	Date:	Checked by:	Date:

Follow up review dates and interventions

Outcomes of follow up and further actions taken

<u>Has the bullying stopped? Yes/ No</u>			
Who	What	When	Outcome