



Myton Park
Primary School

Anti-Bullying Policy

<i>CREATED/REVISED:</i>	<i>Summer Term 2018</i>
<i>REVIEW DETAILS:</i>	<i>Overhaul of the document</i>
<i>REVIEW DATE:</i>	<i>Spring Term 2021</i>
<i>APPROVED BY GOVERNING BODY:</i>	<i>School Improvement 12 June 2018</i>

Anti-Bullying Policy

Introduction

At Myton Park Primary School, we are aware that pupils may be bullied in any school or setting, and recognise that preventing, raising awareness and consistently responding to any cases of bullying should be a priority to ensure the safety and well-being of our pupils.

In line with the Equality Act 2010 it is essential that our school:

- Eliminates unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act;*
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it; and*
- Foster good relations between people who share a protected characteristic and people who do not share it.*

At Myton Park Primary School, we are committed to safeguarding and promoting the welfare of pupils and young people and expect all staff and volunteers to share this commitment.

This policy is closely linked with our Behaviour Policy, our Safeguarding Policy, our school Code of Conduct and the school's Vision, Aims and Values.

Principles

It is the responsibility of the governing body and the Headteacher to ensure that all members of the school community work within a safe and enabling environment.

We value pupils developing 'respect for others resulting from active listening, trust and honesty'

The four guiding principles of the Early Years Foundation Stage underpin our Anti-Bullying Policy from the moment a pupil enters our school, and throughout their time at Myton Park Primary School. They are:

- every pupil is a unique pupil, who is constantly learning and can be resilient, capable, confident and self-assured;*
- pupils learn to be strong and independent through positive relationships;*
- pupils learn and develop well in enabling environments, in which their experiences respond to their individual needs and there is a strong partnership between practitioners and parents and/or carers*
- pupils develop and learn in different ways and at different rates including pupils with special educational needs and disabilities.*

Aims

We are determined to promote and develop a school ethos where bullying behaviour is regarded as unacceptable, to ensure a safe and secure environment is sustained for all pupils.

We aim for all pupils to reach their potential academically, socially and personally through learning and playing in a safe and secure environment.

Bullying Definition

Bullying is deliberately hurtful behaviour that is repeated over a period of time on purpose. Pupils often find it difficult to defend themselves. At Myton Park Primary School, we discuss what bullying is, as well as incidents we would not describe as bullying, with all pupils through assemblies and PSHE lessons. We agree that:

- Bullying is usually physical hurting, name calling, nasty looks or leaving people out.*
- Bullying usually happens when the relationship is imbalanced.*
- Bullying is usually on-going.*

Types of Bullying

Cyber-Bullying

The rapid development of, and widespread access to, technology has provided a new medium for 'virtual bullying', which can occur in and outside school. Cyber-bullying is a different form of bullying which can happen beyond the school day into home and private space, with a potentially bigger audience, and more accessories as people forward on content.

Racist Bullying

This refers to a range of hurtful behaviour, both physical and psychological, that make the person feel unwelcome marginalised and excluded, powerless or worthless because of their colour, ethnicity culture, faith community, national origin or national status.

Homophobic Bullying

This occurs when bullying is motivated by a prejudice against lesbian, gay , bisexual or transgender people.

Bullying Prevention

Preventing and raising awareness of bullying is an essential to keeping incidents in our school to a minimum. Through assemblies as well as PSHE lessons, pupils are given regular opportunities to discuss what bullying is, as well as incidents we would not describe as bullying, such as two friends falling out, or a one-off argument. Pupils are taught to tell an adult in school if they are concerned that someone is being bullied.

Behaviour

Our behaviour guidelines are regularly promoted in assemblies and displayed throughout the school. Through pupils following these rules, and staff reinforcing them, bullying should be significantly reduced. Our Code of Conduct is as follows:

*We are here for each other and the children in our care
We demonstrate good manners at all times
We talk with each other
We listen to each other
We make time for each other
We meet each other
We inform each other
We are honest with each other
We support each other
We respect each other*

We celebrate and share our different strengths

Behaviour Policy

Our Behaviour Policy includes rewards and sanctions which are used consistently, alongside positive relationships, to prevent inappropriate behaviour, and promote positive behaviour.

Responding to Bullying

All cases of alleged bullying should be reported to the Headteacher/Deputy Headteacher or senior member of staff.

In any case of alleged bullying, either the Classteacher, the Headteacher, or a senior member of staff should first establish the facts, and build an accurate picture of events over time, through speaking to the alleged perpetrator(s), victim(s) and adult witnesses, as well as parents and pupil witnesses if necessary and appropriate.

If the allegation of bullying is upheld, the Headteacher (or senior leader) should seek to use a restorative approach with the perpetrator(s) and victim(s) together. The perpetrator(s) should fully understand the consequences of their actions on the victim(s), and apologise without reservation. Both parties should be clear that a repeat of these behaviours will not be acceptable.

All bullying incidents must be recorded. Parents of both parties should be informed.

If the situation does not improve, the Headteacher (or senior leader) should meet with the parent(s) of the bullying child(ren) and agree clear expectations and boundaries which would be shared with the pupils involved. Any further incidents should lead to intervention (e.g. through outside agencies), further monitoring, support and punitive sanctions as deemed necessary. Any necessary action should be taken until the bullying has stopped.

Signs of Bullying

Staff should be vigilant in looking out for signs of bullying or other child protection issues including:

Physical: unexplained bruised, scratches, cuts, missing belongings, damaged clothes, or schoolwork, loss of appetite, stomach aches, headaches, bedwetting.

Emotional: losing interest in school, withdrawn, secretive, unusual shows of temper, refusal to say why unhappy, high level of anxiety, mood swings, tearfulness for no reason, lack of confidence, headaches and stomach aches, signs of depression.

Behavioural: asking to be taken to school, coming home for lunch, taking longer to get home, asks for more money, using different routes to school, 'losing' more items than usual, sudden changes in behaviour and mood, concentration difficulties, truancy.

Advising Pupils

Always seek support – you being happy matters

You may report bullying to any member of staff

You may bring your parents or a friend

The member of staff will help you with the next steps you may choose one of more of these options:

To think of ways to deal with it yourself

To talk to a member of staff

The teacher may talk to both you and the person upsetting you together

The teacher may talk to the person upsetting you alone
The teacher may talk to the class about the problem without naming anyone
If you see/hear another child at school who is either bullying or being bullied then they should tell a member of staff. It is important that all adults work to develop this culture

For Parents

Awareness of definition of bullying in anti-bullying/friendship first week – letter re website for policy

Talk with your child

To think of strategies that your child can use. These may include:-

talking to the bully

To report the incident to the head teacher

To report the problem to the class teacher or any other adult in school

Talking to their class teacher or other adult. If not resolved parent to meet with class teacher

For the Class Teacher/Head Teacher

Speaking to victim to update them on progress and sanctions

The class teacher and victims will decide on the action to take but this will usually involve:-

Speaking to both victim and bully explaining you might need to pass information on to keep them safe

Speaking to parents

Sanctions

Making sure the bully understand the consequences of their actions

The incident will be officially recorded clarification of class files

The situation will be reviewed at a later date to see if the situation has been resolved. If it can't be resolved refer to Head Teacher – logged

Raising Children's awareness of bullying

Not just anti-bullying week – displayed in classroom

Part of classroom practise if incidents arise

Part of circle time

Use of books particularly with FS/KS1

YTON PARK PRIMARY SCHOOL

Anti-Bullying Policy

DEFINITION OF BULLYING

Bullying is deliberately hurtful behaviour that is repeated over a period of several times on purpose time and where it can be difficult for victims to defend themselves.

It can be verbal or physical, or done online (cyber bullying)

It includes racial and sexual harassment and homophobic bullying, an irrational hatred of individuals who are lesbian, gay, bisexual or transgender.

It is sometimes aimed at individuals with disabilities

The hurt may be physical or emotional

AIMS OF THE POLICY

To raise children's awareness of bullying, including its definitions

To ensure incidents of bullying are effectively and seriously managed

To provide safe, caring classroom and playground environments?

To give children the strategies and confidence to seek support from adults and in other ways

RESPONDING TO INCIDENTS OF BULLYING

Bullying will not be tolerated so everyone needs to be aware of the procedures to follow.

All incidents of bullying should be reported and recorded on a bullying report form.
A positive culture of support within school must be positively encouraged at every opportunity.

The school council should be actively involved in this process.

Myton Park will continue to promote the buddy system

All staff should be informed of any serious cases of bullying

School will respond to any bullying – including online bullying which impacts on children outside school and where appropriate we may seek support from external agencies.

Managing Incidents of bullying

For Pupils

Always seek support – you being happy matters

You may report bullying to any member of staff

You may bring your parents or a friend

The member of staff will help you with the next steps you may choose one of more of these options:

To think of ways to deal with it yourself

To talk to a member of staff

The teacher may talk to both you and the person upsetting you together

The teacher may talk to the person upsetting you alone

The teacher may talk to the class about the problem without naming anyone

If you see/hear another child at school who is either bullying or being bullied then they should tell a member of staff. It is important that all adults work to develop this culture

For Parents

Awareness of definition of bullying in anti-bullying/friendship first week – letter re website for policy

Talk with your child

To think of strategies that your child can use. These may include:-

talking to the bully

To report the incident to the head teacher

To report the problem to the class teacher or any other adult in school

Talking to their class teacher or other adult. If not resolved parent to meet with class teacher

For the Class Teacher/Head Teacher

Speaking to victim to update them on progress and sanctions

The class teacher and victims will decide on the action to take but this will usually involve:-

Speaking to both victim and bully explaining you might need to pass information on to keep them safe

Speaking to parents

Sanctions

Making sure the bully understand the consequences of their actions

The incident will be officially recorded clarification of class files

The situation will be reviewed at a later date to see if the situation has been resolved. If it can't be resolved refer to Head Teacher – logged

Raising Children's awareness of bullying

Not just anti-bullying week – displayed in classroom

Part of classroom practise if incidents arise

Part of circle time

Use of books particularly with FS/KS1

Reception Summer Term – Circle time PSEP

KS1 worry bears?

KS2 worry box

Schemes/curriculum consistency

Being bullied/observing bullying behaviour

If bullying continues, parents to speak to Head Teacher

This policy takes account of the Human Rights Act 1998. When dealing with incidents of bullying, the school will consider the Human Rights issues.

Summer Term 2018

Next Review Date Summer Term 2020