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# Anti-Bullying Policy

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**Mercenfeld Primary School**

Date adopted by the governing body: September 2018

Date for review: September 2020

## DESIGNATED MEMBERS OF STAFF: Jo Shephard and Rose Noon

### STATEMENT OF INTENT

At Mercenfeld Primary School 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 at our school. If bullying does happen, all pupils should be able to tell someone and know that incidents will be dealt with quickly and effectively. We are a TELLING school. This means that anyone who knows that bullying is happening is expected to tell the staff.

Bullying hurts. No one deserves to be a victim of bullying. We believe that all children have the right to come to school without fear of being bullied. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving. We have a responsibility to respond quickly and effectively to issues of bullying.

### OBJECTIVES OF THIS POLICY

- All governors, teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.

### WHAT IS BULLYING?

The **repetitive, intentional** hurting of one person or group by another person or group, where the relationship involves an **imbalance of power** (Antibullying Alliance)

Definition devised by school council:

A bully is someone who can upset you, hurt you or make you cry **several times on purpose**.

We also teach children the definition with **STOP**

**S**everal

**T**imes

**O**n

**P**urpose

**S**tart

**T**elling

**O**ther

**P**eople

Many different kinds of behaviour can be considered as bullying, including teasing another pupil because of their appearance, religion, ethnicity, gender, sexual orientation, home life, culture, disability, or special educational needs are some of the types of bullying that can occur.

Bullying can be:

- **Verbal**– name calling, imitating, teasing, insulting, spreading rumours, swearing, making threats.
- **Physical**– any unwanted or inappropriate touching, physical intimidation, hitting, pushing and shoving, kicking, pinching, poking, damaging or taking of belongings, threats of violence
- **Emotional/Indirect**– spreading rumours, deliberate exclusion from groups, tormenting, ridiculing, isolating, refusing to work with another pupil, revealing personal information, threatening, inciting others to treat an individual in a manner that could be considered bullying.
- **Cyber**– online threats and intimidation, harassment/‘cyber-stalking’, defamation, exclusion or peer rejection, impersonation and unauthorised publication of private information or images. (It can include messages intended as jokes, but which have a harmful or upsetting effect.)

## **SIGNS**

A child may show that he or she is being bullied. These signs and behaviours could indicate other problems (for example when new to the school), but bullying should be considered as a possibility and should be investigated. 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
- Doesn't want to go to school
- Becomes very quiet, worried or lacking in confidence
- Starts stammering
- Attempts or threatens suicide or runs away
- Cries to sleep at night or has nightmares
- Feels ill in the morning
- Begins to do less well in school work
- Comes home with clothes torn
- Has possessions go ‘missing’
- Has dinner or other monies continually ‘lost’
- Has unexplained cuts or bruises
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or younger brothers or sisters
- Stops eating
- Is frightened to say what's wrong

## **STAFF BULLYING CHILDREN**

All staff should be aware of the possibility of members of staff bullying a child(ren). Should anyone suspect that this is taking place this should be reported to the headteacher, who will investigate the situation immediately in order to protect both parties. If the headteacher is suspected of bullying, the matter should be reported to the chair of governors. If false allegations are found to be made against staff the headteacher should refer to the abuse against staff policy.

## **STAFF BULLYING STAFF**

Grievances about inappropriate behaviour are best resolved promptly and as near to the point of origin as possible. This policy actively encourages employees to raise issues and try to resolve them with their headteacher in the belief that the sooner these workplace concerns can be resolved, the quicker all parties will be able to resume normal working. Employees will be given the opportunity to explain their concern, and be listened to. Where the Headteacher is concerned about an employee's behaviour in relation to other employees or third parties, they should use the Disciplinary or Capability Policy, as appropriate, to address the issue. Employees will not be victimised for raising a behaviour related grievance or for supporting a colleague to raise a concern. All parties involved in a grievance have a responsibility to attend meetings, provide honest and factual information, act with integrity, treat each other with respect and maintain.

## **POLICY FOR CHILDREN TO FOLLOW**

### **WHAT TO DO IF YOU ARE BEING BULLIED**

Stand tall, use eye contact and tell them to go away. Be assertive by using a loud voice



Ignore them and walk away



Be nonchalant – act as though you don't care what they say or do



DON'T do what they say, DON'T look upset or cry, DON'T get angry, and DON'T hit them



TELL SOMEONE - report bullying incidents to any member of staff/or use bullying box

NOTE - If children do not want to speak to a member of staff they can use our bullying box - where they can note down any concerns/incidents

### **WHAT TO DO IF YOU SEE SOMEONE ELSE BEING BULLIED**

Don't walk away and ignore the bullying



Show that you disapprove and don't join in or laugh



Tell the bully to stop – staying silent tells the bully it is OK



Don't watch. Walk away and tell an adult who you trust

## **WHAT SCHOOL WILL DO IF YOU ARE BEING BULLIED**

The bully / bullies will be talked to



The bully (bullies) may be asked to genuinely apologise. Other consequences will take place depending on severity, circumstances and persistence (this will be in line with our behaviour policy)

e.g. losing playtime or dinner time



The pupils will be asked to talk and find a solution (that might be staying away from each other)



Parents will be told and will be asked to come into a meeting to discuss the problem.



In all cases, exclusion will be considered.



If necessary and appropriate, police will be consulted.



An attempt will be made to help the bully (bullies) change their behaviour.



After the incident/incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

## **WHAT SCHOOL WILL DO TO PREVENT BULLYING**

Run a Peer Support group.



Keep the profile of anti-bullying high through reading stories (having them read to a class or assembly), and performing drama and role-play about bullying



Ensure that the curriculum includes having discussions about anti-bullying and why it matters



Commit to devoting time to any child who needs to be listened to and have an issue sorted out

**ALL ADULTS SHOULD REPORT ANY INCIDENTS OF BULLYING TO DESIGNATED MEMBERS OF STAFF AND THE CHILD'S CLASS TEACHER**

**NOTE THAT IT IS A LEGAL REQUIREMENT FOR THE SCHOOL TO ACT UPON AND INVESTIGATE ANY REPORTS OF BULLYING THAT HAVE TAKEN PLACE E OUTSIDE OF THE SCHOOL PREMISES (SEE PREVENTING AND TACKLING BULLYING, 2014)**

## **RECORD KEEPING**

Reports of bullying will be recorded by the Head/Deputy Headteacher using the attached form. At the end of each term these forms will be reviewed to identify any patterns/trends and to target areas of need.

Parents should report incidents of bullying to their child's class teacher.

Parents may request a meeting with the Head/Deputy Headteacher to discuss concerns and how the problem is being dealt with. Information will be logged and a bullying report form will be completed

## Bullying report form - Personal details

Name of person reporting incident:	
Name of pupil(s) being bullied:	
Year group/Class	

## Incident(s) details

What happened?
Where?
When?
Who was doing the bullying?
Did anyone else see it?
How often does the bullying take place?
How long has the bullying been going on?

## Impact of the bullying

How did being bullied/seeing the bullying make you feel?
Was anybody physically hurt?
Have you informed anybody else about the bullying?
If so, who did you inform?

What can we do to help you?