

Monton Green Primary School Anti-Bullying Policy 2016/17

What is bullying?

DfE Definition (August 2012):

"Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally."

Definition by BIG Peer to Peer Group, September 2012 (created by children themselves):

"Bullying is unwanted behaviour that oppresses and intimidates another person, emotionally and sometimes physically. The behaviour is repeated or has the potential to be repeated and as a result makes the person feel unhappy and unsafe. A child or person affected can be bullied at any time or place. BULLYING IS WRONG."

In this school we believe that bullying is deliberately unkind behaviour. It can include physical hurting or threatening behaviour and intimidation.

Intimidation includes such acts as:

- anonymous notes and texts/electronic messaging (Cyber-bullying)
- leaving people out, putting people down or spreading rumours to deliberately embarrass and humiliate others
- damaging people's things
- making fun of people by calling names - including racist and other prejudice related name calling.

We know that children often quarrel with friends or say and do unkind things when they are angry. We believe that children need to learn to exercise self-control in these situations and understand the consequences of their actions for others. We will always investigate and resolve these incidents and apply appropriate sanctions, However, we believe that this is different from bullying.

The key characteristics that turn unkindness into bullying are:

- That it is **repeated** and goes on for a long time
- That it is **deliberate and unprovoked**
- That it involves the person or people doing the bullying to have some sort of **power over the person being bullied** - this power may come from:
 - being older or bigger
 - being in a gang or from being very popular and having a strong influence over others/having more friends
 - having something the other person wants - with young children this may come from having a toy that everybody wants to play with.

We believe that there are three groups of children involved in any bullying that goes on: the child who gets bullied, the child or children doing the bullying, and the children who watch the bullying - the witnesses.

We believe that most children both use and experience bullying behaviour at one time or another and that all children can change that behaviour with appropriate support.

How do we tackle bullying?

At Monton Green we endeavour to be vigilant in identifying behaviours, which may be an indication that bullying is taking place. As a school we are successful in reducing bullying to a low level but we recognise that bullying can happen anywhere and we are aware of the need for constant vigilance in order to ensure all members of our school feel happy and secure.

Prevention

- Our school ethos is inclusive and welcoming - bullying is unacceptable in this environment.
- We hope that we have created a listening environment to enable children to feel confident to tell us of any problems or worries they may have. Teachers are approachable and accessible and we hope that parents feel confident in approaching us if they have concerns about children in school.
- Our class and school council sessions focus on discussing bullying and give children opportunities to raise any issues or worries they may have.
- We include Anti Bullying lessons as part of the PHSCE curriculum and also use Anti Bullying Week as an opportunity to remind children about the strategies they can use if they are being bullied. Online Safety is part of the curriculum too.
- We teach about Global Citizenship and valuing diversity - as the children get older we look at how larger groups of people (e.g. groups in society) use or experience bullying behaviours.
- We aim to create a pleasant environment for children to work and play - in order to minimise bullying and aggressive behaviour. Older children for example, provide good role models around school for EYFS and KS 1 children
- A range of equipment/activities are available to encourage positive play and relationships.

Reporting and recording incidents

We aim to deal with all incidents of bullying swiftly, effectively and fairly. As a school we believe that children must feel confident that if they report an incident it will be dealt with and some action will be taken. We record in detail all incidents of bullying behaviour using the SIMS behaviour Monitoring tool. These are monitored by the Assistant Headteacher for Pupil Welfare each term. A termly summary is submitted to the Headteacher and shared with staff and Governors.

The following is an outline of how we investigate incidents of bullying behaviour:

1. The teacher will speak to the aggressor and the victim separately. The teacher may then ask the victim to describe the incident in front of the aggressor, to demonstrate to the aggressor that the victim is being taken seriously and is important.
2. The teacher will fully investigate the actions of the children involved - taking statements from other children where appropriate. We know that the aggressor/s may try to 'modify' the sequence of events to minimise their part in it. The teacher will reiterate that the victim has been hurt and seek to ascertain if this was deliberate.
3. If necessary, teachers will give the aggressor 'time out' in order to give the child a chance to calm down or separate the aggressor from the victim - leaving the victim free to play without anxiety.
4. If bullying has occurred, the Head teacher will be informed and the incident will be logged. The class teacher will also inform the parents of the children involved.
- 5. Parents are contacted immediately when, as a result of bullying an injury is serious or an attack is violent in nature.**

Racist and other Prejudice-Related Bullying

At Monton Green, children and adults are encouraged to respect each other's cultural heritage, beliefs and practices and to understand that there are similarities and differences between all people including their gender, race, religious beliefs, sexual orientation, appearance, abilities and disabilities.

Should a child or an adult exhibit racist or prejudice-related bullying towards another person, this is dealt with swiftly and seriously in line with the procedures set out in the school's and LA's Race Equality policy. Such incidents may include:

- Derogatory name calling, insults, prejudice-related jokes and language
- Racist or prejudice-related comments during discussions in lessons.
- Ridicule of an individual because of cultural differences e.g. food, music, dress or their physical appearance.
- Refusal to co-operate with others in class because of their ethnic origin, gender, sexual orientation or abilities/disabilities.
- Verbal abuse and threats

Racist and prejudice-related bullying is illegal and any incidents that are perceived by the victim or observers to be racist in nature must be treated as such.

We believe that racist and prejudice-related bullying is particularly serious because it is an assault not just upon the individual but also their family, community and culture. Racist and prejudice-related assaults are experienced as an attack on the values, loyalties and commitments, which are central to a person's sense of identity and self-worth.

All staff have a duty to investigate, challenge, record and report racially motivated incidents.

Any prejudice-related bullying must be fully investigated, logged on SIMS and a copy of the incident log must be given to the AHT for Pupil Welfare and the Headteacher, who will decide upon appropriate sanctions.

Incidents may be referred to GM Police as a Hate Crime.

What Parents can do to help their children

- Be a good role model; avoid the use of inappropriate and discriminatory language.
- Make time to talk about friendships and their social life - what do they like to do at playtime or lunchtime.
- Watch out for signs of changes in attitude - frequent headaches/tummy aches and unexpected and unusual anger or tears.
- If your child tells you that they are unhappy because someone is unkind to them or is bullying them - do listen carefully and make sure you let them know you care how they feel and take it seriously.
- Make sure your child understands that there is nothing wrong with them - and that you respect them for being brave enough to tell someone.
- Make an appointment to visit the school. We will take your concerns seriously, listen to what you have to say, help your child and act within our anti bullying policy.
- When we have found out what has happened we will tell you and inform you about the actions we have taken to help your child.

What can children do if they or their friends are being bullied?

- ✓ Everyone has the right to feel safe at school - The best way to protect yourself from being bullied is to tell someone so that you can get some help.
- ✓ Don't ignore bullying - it won't go away on its own and it may get worse - **if you don't tell someone the bully will think its ok to do it again.**
- ✓ If you try to fight back, you might make the situation worse or get into trouble yourself.
- ✓ Tell someone you trust - such as a teacher, parent or friend - Remember you are not a 'grass' - you have the right to ask for help
- ✓ Remember - it's not your fault. No one deserves to be bullied.
- ✓ If you are bullied over the phone or the internet - keep a record - save any nasty texts or emails that you have been sent and **tell your parent/carer**
- ✓ If you see bullying taking place - don't just stand there - support the victim and report the bullying to an adult - How would you feel if no one stood up for you?

Online Bullying

Online bullying is the use of Information Communications Technology (ICT), particularly smart phones, Apps, Social Networking Sites and the internet, deliberately to upset someone else. At Monton Green we view Online-bullying to be a serious incident and will respond by referring it immediately to the Headteacher and contacting parents. (Please also refer to Online-Safety Policy)

Key Safety Advice

The whole school community has a part to play in ensuring Online safety. Understanding children and young people's online lives and activities can help adults respond to situations appropriately and effectively. Asking children and young people to show adults how technologies and services work is a useful strategy that can provide an important learning opportunity and context for discussing online safety.

Advice for children and young people

- ✓ Always respect others - be careful what you say online and what images you send.
- ✓ Think before you post - whatever you post can be made public very quickly and could stay online forever.
- ✓ Treat your password like your toothbrush - keep it to yourself. Only give your mobile number or access to social media accounts to trusted friends.
- ✓ Block the bully - learn how to block or report someone who is behaving badly.
- ✓ Don't retaliate or reply!
- ✓ Save the evidence - learn how to keep records of offending messages, pictures or online conversations.
- ✓ **Make sure you tell:**
 - an adult you trust, or call a helpline like Child Line on 0800 1111 in confidence
 - the provider of the service; check the service provider's website to see where to report incidents;
 - your school - your teacher or the Headteacher can help you.
- ✓ Finally, don't just stand there - if you know that cyber-bullying is going on, support the victim and report the bullying. How would you feel if no one stood up for you?

For parents and carers

- ✓ Be aware, your child may as likely cyber-bully others as be a target of cyber-bullying.
- ✓ Be alert to your child seeming upset after using the internet or their mobile phone. This might involve subtle comments or changes in relationships with friends.
- ✓ They might be unwilling to talk or be secretive about their online activities and mobile phone use.
- ✓ Talk with your children and understand the ways in which they are using the Internet and their smart phones, Apps and social networking accounts: **monitor your child's use of social networking sites and observe their age restrictions.**
- ✓ See the seven key messages for children (above) to get you started.
- ✓ Use the tools on the service and turn on in-built Internet safety features.
- ✓ Remind your child not to retaliate.
- ✓ Keep the evidence of offending emails, text messages or online conversations.
- ✓ Report cyber-bullying: Contact school if it involves another pupil, so that we can take appropriate action.
- ✓ Contact the service provider. If the cyber-bullying is serious and a potential criminal offence has been committed, you should consider contacting the police.

Related Policies and Links

Acceptable Use of the Internet and Code of Conduct for KS 1 and KS 2 pupils.

Online Safety Policy

Peer on Peer Abuse Policy

Safeguarding and Child Protection Policy and Appendices 2016/7

Three Cs Social Media Policy

www.thinkuknow.co.uk

www.childnet.com

www.bullying.co.uk

www.digizen.org

www.childline.org.uk

www.dfes.gov.uk/bullying

www.kidscape.org.uk

Home/School Agreement

At Monton Green school we will try to:

- Provide a safe, secure and happy environment for your child to learn, and develop as an individual
- Maintain a varied and stimulating curriculum which caters for each child's needs within the National Curriculum.
- Set high standards of achievement to encourage your child to realise her/his full potential
- Be open and welcoming and positively encourage you to become involved in the life of the school
- Share information about your child's progress, well being and development through termly meetings, annual reports and individual contact where it would be useful
- Inform you of what is being taught together with other school matters via the half termly newsletter and provide opportunities for you to find out about how the school teaches the curriculum

Signed: *Gillian Mason* On behalf of Monton Green
Please keep this

Together we will ensure that your child is able to make the most of the opportunities Monton Green has to offer.

Home/School Agreement

As parents of children attending Monton Green School we will try to:

- Encourage my/our child to be independent and responsible
- Support the school's policy on behaviour and discipline - encourage my/our child to keep the Golden Rules
- Encourage my child's learning at home, hear him/her read on a regular basis and supervise homework
- Attend parents' meetings to discuss my child's progress
- Contact school if there are any circumstances which may affect my child's progress?
- Ensure my child arrives at school on time and let school know of any absence

Signed _____ Parents/Carers

During my time at Monton Green I will try to:

- Keep to the Golden Rules and School's Safety Rules
- Look after school and other people's property
- Look after my own things and bring them to school on the right days
- Take my homework home, complete it and return it to school on time
- Try my best

Signed _____

Child/On behalf of child

Please return this signed section to school

