

MILLWOOD SCHOOL, BURY

POLICY: ANTI-BULLYING

DATE: JANUARY 2018

DATE ADOPTED BY GOVERNING BODY:

Introduction

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages, social media or gaming, which can include the use of images and video) and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, special educational needs or disabilities, or because a child is adopted, in care or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences.

Cyber-bullying

The rapid development of, and widespread access to, technology has provided a new medium for 'virtual' bullying, which can occur in or outside school. Cyber-bullying is a different form of bullying and can happen at all times of the day, with a potentially bigger audience, and more accessories as people forward on content at a click.
(DfE – 2017 Preventing and Tackling bullying)

Bullying is ongoing, demonstrates inequality of power and is deliberate.
(DfES – 2005 Excellence and Enjoyment (SEAL))

Aims and objectives

- 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.
- This 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 responsibilities with regard to the eradication of bullying in our school.

The role of the staff

- It is the responsibility of the Head Teacher to implement the school anti-bullying policy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying. The Head Teacher has responsibility for ensuring that the school operates in a climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a safe, friendly and welcoming school, bullying is far less likely to be part of their behaviour.

- It is the responsibility of the PSHE co-ordinator to update the anti-bullying policy annually in light of new legislation and in response to incidents in school.
- The staff must ensure that all children know that bullying is wrong, and that it is unacceptable behaviour in this school.
- Teachers and teaching assistants, as well as all other support staff including midday assistants, in our school take all forms of bullying seriously, and must intervene to prevent incidents from taking place.
- If any member of staff witnesses an act of bullying, they must inform the assistant head. A record of the incident should take place immediately after an incident of bullying takes place and should be recorded on a Cause for Concern form. This should be passed to the safeguarding officer (Caroline Henley).
- If teachers become aware of any bullying taking place between members of a class, they must deal with the issue immediately.
- Staff are to spend time talking to the child who has bullied: explaining why the action of the child was wrong, in doing so we endeavour to help the child change their behaviour in future.
- If a child is repeatedly involved in bullying other children, we inform the assistant head. We then invite the child's parents into the school to discuss the situation. In more extreme cases, for example where these initial discussions have proven ineffective, the Senior Management Team may contact external support agencies.
- Teachers attempt to support all children in their class and to establish a climate of trust and respect for all.
- By praising, rewarding and celebrating the success of all children, staff aim to prevent incidents of bullying.
- Teachers to closely monitor pupils when accessing the internet and any incidents of cyber bullying should be recorded on a Cause for Concern form. This should be passed to the safeguarding officer (Caroline Henley).

The role of parents and carers

- Parents or carers 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 immediately.
- Parents or carers have a responsibility to monitor their child's use of the internet at home and report any perceived incidents of cyber bullying to the school.
- Parents and carers have a responsibility to support the school's anti-bullying policy and actively to encourage their child to be a positive member of the school.

This policy should be read in conjunction with school's behaviour policy and positive handling policy.

Written by A.Little (PSHE Co-ordinator) and Helen Chadwick (HT)

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