



Anti-Bullying Policy

The aim of this anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at schools.

Definition

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves.

The main types of bullying are:

- Emotional: being unfriendly, excluding, tormenting (e.g. hiding books, damaging property, threatening gestures)
- Homophobic: focused on sexuality / use of homophobic language
- Physical: pushing, kicking, hitting, punching or any use of violence
- Racist: racial taunts, graffiti, gestures
- Verbal: name-calling, sarcasm, spreading rumours, teasing
- Cyber: use of email & internet chat rooms. This form of bullying may also occur in the form of text messages and / or mobile phone calls / videos posted on social media sites, YouTube, etc.

Aims

The aim of this policy is to ensure:

- that Millfield Primary School is a safe and secure environment where all can learn without anxiety
- that the school has an ethos in which bullying is regarded as unacceptable.
- there is a consistent school response to any bullying incidents that may occur.
- That governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- that governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- that all pupils and parents should know what the school policy is on bullying, and the procedures they should follow should bullying arise.

Millfield Primary School – Code of Conduct

We never hurt others with words or actions.

We listen carefully, work hard and try to do our best at everything.

We respect each other, our school and the world around us.

- that pupils and parents are assured that they will be supported when bullying is reported.
- that bullying will not be tolerated at Millfield Primary School

The role of governors

The governing body supports the head teacher in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the governing body will not tolerate bullying and that any incidents of bullying that do occur are taken very seriously and are dealt with appropriately.

The governing body monitors the incidents of bullying that occur, and reviews the effectiveness of the school policy regularly. The governors require the head teacher to keep accurate records of all incidents of bullying and to report to the governors on request about the effectiveness of school anti-bullying strategies.

The governing body responds within ten days to any request from a parent to investigate incidents of bullying. In all cases, the governing body notifies the head teacher and asks him/her to conduct an investigation into the case and to report back to a representative of the governing body.

The role of the head teacher

It is the responsibility of the head teacher to implement the school anti-bullying strategy 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 reports to the governing body about the effectiveness of the anti-bullying policy each term through the HT report.. The head teacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school.

The head teacher ensures that all staff receives sufficient training to be equipped to deal with all incidents of bullying.

The head teacher sets the school climate of mutual support and praise for success when children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

The role of the teacher

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, we aim to prevent incidents of bullying. Classroom staff in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place.

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If adults witness an act of bullying, they do all they can to support the child who is being bullied following the procedures that are outlined in this policy.

The role of parents

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 head teacher immediately.

Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school.

Procedures

The following steps will be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached. A clear account of the incident will be recorded and given to the head teacher.
- The head teacher will interview all concerned and will record the incident.
- Class teachers will be kept informed and if it persists the class teacher will advise other staff.
- Parents of all those involved in such incidents will be kept informed.
- Disciplinary measures will be used as appropriate and in consultation with all parties concerned.

Pupils who have been bullied will be supported by:

- offering an immediate opportunity to discuss the experience with a member of staff of their choice
- reassuring the pupil
- offering continuous support
- restoring self-esteem and confidence

Pupils who have bullied will be helped by:

- discussing what happened
- discovering why the pupil became involved
- establishing the wrong doing and need to change
- informing parents or guardians to help change the attitude of the pupil

The following disciplinary steps can be taken:

- official warnings to cease offending
- fixed-term exclusion
- permanent exclusion

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Prevention – Stopping bullying occurring

Within the curriculum the school will raise the awareness of the nature of bullying and how to deal with bullying through inclusion in PSHE, school assemblies, participation in anti-bullying week and in subject areas as appropriate and general class discussion.

It is the responsibility of all within the school to maintain the ethos which has been agreed. Pupils need good models from adults. We are committed to:

- Drawing attention to good behaviour,
- Giving clear and regular reminders of what is expected,
- Teaching good behaviour / manners through own conduct,
- Setting good example ourselves, in terms of manners, courtesy and care.
- Following the School Code of Conduct

Mr. S. Kelly – September 2014

This Anti -Bullying policy will be reviewed every year.

Reviewed: September 2015

Reviewed: September 2016

Reviewed: September 2017

Reviewed: September 2018

Date of next review: September 2019

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