



# MARSDEN COMMUNITY PRIMARY SCHOOL



## Marsden Community Primary School Anti-Bullying Policy

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**STATUS:** PSHCE Lead

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## *Ant-Bullying Policy*

*"Together we can discover, create and succeed"*

### School Expectations:

1. Treat other people how you would like to be treated.
2. Listen carefully to others and respond politely.
3. Look after your own and others' belongings.
4. Wear the correct uniform with pride.
5. Keep the school clean, tidy and safe.
6. Always be the best you can.

### School Values:

The school values agreed by all stake holders are that everyone in our school will be:

- Respectful
- Tolerant
- Polite
- Supportive
- Motivated
- Responsible
- Forgiving

### Principles and Values

At Marsden Primary School we are committed to providing a caring, friendly and safe environment for all children and adults so they can learn and work in a relaxed and secure atmosphere.

We believe that everyone should be treated fairly, with respect and courtesy and that consideration should be given to all people, their feelings and their opinions.

In promoting and developing this caring ethos we are committed to the belief that:

- Bullying of any kind is totally unacceptable.
- No one deserves to be a victim of bullying.



- Everybody has the right to be treated fairly and with respect.
- Pupils who are bullying need to learn different ways of behaving.

## What is Bullying?

*The Anti- Bullying Alliance defines bullying as...*

*"The repetitive, intentional hurting of one person or a group by another person or a group, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological. It can happen face-to-face or through cyberspace."*

At Marsden Primary School we believe that **bullying** is the use of persistent aggression with the intention of hurting another person. We are aware that bullying can result in both physical and emotional pain and distress to the victim.

We define **Bullying** as:

*The persistent desire to hurt, harm or intimidate others through the use of verbal, emotional or physical means*

We adopt the view that bullying can be short term or continuous over long periods of time and can include:

**Physical:** any use of unwanted physical contact or use of violence such as pushing, kicking, hitting, punching

**Verbal:** name-calling, sarcasm, spreading rumours, teasing, abusive comments

**Emotional:** insensitivity towards someone's feelings, excluding others, tormenting (e.g. hiding books, threatening gestures) being unfriendly, graffiti, gestures, constant criticising, undermining

**Discriminatory:** when bullying is motivated by a prejudice against whole groups of people and results in behaviour or comments that are racist, cultural, sexist, homophobic, against those with disabilities or special needs, or about people's home circumstances

**Cyber bullying:** is the use of ICT, particularly mobile phones and the internet, such as; text messages, face-book, twitter, email, to deliberately upset someone.

**Peer-on-peer abuse:** is commonly called "bullying." This is harassment and aggression in which a child intentionally threatens, harms or causes distress to



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another child. This behaviour is intentional, repeated and designed to hurt or threaten

## Our Guiding Principles

The ethos of our school fosters high expectations of outstanding behaviour (as outlined in the school's Behaviour and Discipline Policy) and we will consistently challenge any behaviour that falls below these standards.

We state strongly that bullying in any form will not be tolerated and will be acted upon immediately in order to provide support to the victim and deal with the behaviours of the child /children considered to be bullying.

The school will, at all times, seek ways to counter the effects of bullying that may occur within school or between members of the School Community.

However, we **do not** consider that **ALL** conflict incidents that occur between children are cases of bullying behaviour and are in agreement that:

- for most children growing-up involves learning how to build relationships with others and that this will often include bickering, disagreements with each other and may even result in fighting with each other.
- conflicts will arise, children may be very sensitive and offence might and will be taken when none was intended.
- it is important to expose bullying issues in school openly and in a constructive manner, through both the structured curriculum, assemblies and through school circle time and PSHCE sessions, in order to highlight the many undesirable and alarming effects of bullying.

## Expectations of the Governors:

The Governing Body supports the school staff in all attempts to eliminate bullying from Marsden Primary School and emphasises that any incidents of bullying are taken seriously and dealt with appropriately.

The Governing Body reviews the effectiveness of the school policy on a regular basis. The Governors require the School to keep accurate records of all incidents of bullying and to report on these.



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The Governing Body will respond, within ten days, to any request from a parent/carer to investigate incidents of alleged bullying. In all cases, the Governing Body will notify the Headteacher and ask her to conduct an investigation into the case and to report back to a representative of the Governing Body.

## Expectations of Staff:

All staff in the school have a responsibility to respond promptly and be aware of situations that could reflect instances of bullying. Expectations of all staff are that:

- they highlight children that seem isolated in class or from friendship groups
- they react immediately to hurtful comments or criticisms that may occur during class discussions and reinforce the school's code of conduct.
- pupil and parent concerns are listened to, heard and some reassurance provided as to a resolution to the highlighted issues
- a member of the Leadership Team is informed of persistent highlighted behaviours
- instances that may be considered as bullying and what actions have been taken are reported to a member of the Leadership Team via a written incident report.

In addition to the above, **ALL** staff are expected to ensure that:

- highlighted and identified problems are resolved by negotiation
- problems are dealt with sensitively and calmly
- incidents classed as bullying are dealt with promptly.



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## Expectations of Parents:

As a school we believe the role of parents and carers to be vital in supporting and reinforcing the school's anti-bullying policy. If parents are concerned or believe that their child is a victim of bullying at school they are encouraged to:

- Report any concerns regarding bullying behaviour to their child's class teacher in the first instance.
- Work initially with the class teacher in dealing with the concerns highlighted.
- Report persistent concerning/bullying behaviour to a member of the Leadership Team.
- Work in collaboration with school staff in resolving conflict situations.

(Appendix I for further information and advice for parents and carers who believe that their child may be being bullied)

## Procedures for dealing with Incidents of Bullying

Unfortunately some persistent cases of reported behaviour will be indicative of instances of bullying. In these instances the following actions will be taken:

- Support for the victim will be provided as quickly as possible. The child will be reassured that they will be listened to and that anything they say will only be used to deal with the incidences which are causing distress.
- A member of the Leadership Team will be informed of concerns and become involved in the investigation process.
- The Leadership Team member will follow up the incident as quickly as possible making sure that written statements are taken from the children concerned and recorded on an incident sheet.



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- If appropriate, the parents of children concerned will be asked to come into school to discuss the situation further and be informed of the actions the school has taken. Support from parents/carers will be expected.
- If necessary and appropriate, outside agencies such as the police will be consulted for advice and guidance.
- The bullying child and their parents will be informed of the school's anti-bullying policy and of the sanctions that may be imposed should there be a repeat of the bullying offences.
- Support the bully (bullies) to change their behaviour.

## Outcomes arising from dealing with bullying incidents

- The bully (bullies) may be genuinely apologetic for their actions. This may take various forms – e.g. verbal apology, written apology, mediation.
- If possible, the pupils will be reconciled.
- After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
- Other consequences, in accordance with the schools Behaviour and Discipline Policy, may take place and in serious cases, suspension or exclusion will be considered.



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## Prevention:

At Marsden Primary we will use a range of methods and strategies to support children in preventing bullying and understanding the consequences of bullying.

## As and when appropriate, this may include:

- Writing a set of class rules
- Drawing up Behaviour Contracts (see Behaviour Policy)
- Writing stories or drawing pictures about bullying
- Reading stories about bullying or having them read to a class or assembly
- Making up role plays to develop anti bullying solutions
- Having discussions about bullying
- Regular reviews of bullying with the school council
  
- Providing children with lessons, assemblies, events, workshops which help them develop their self- esteem, social skills and confidence
- Providing support for new children or adults
- Developing a mutual understanding that "different" is normal.
- Regularly promoting friendship, respect and praise through the use of learning powers
- Developing the understanding that some pupils will work at different levels within the classroom.
- Providing positive displays reflecting togetherness.
- Teaching children games where co-operation is essential.
- Time-out possibilities for victim and perpetrator (See Behaviour Policy)
- Assertiveness training for victims.
- Regular liaison between all adults working in each phase of the school, to develop a coherent approach and to raise awareness of problems and concerns and how they are being dealt with.
- Referring children to our Behaviour Mentors –both those who have been bullied and those who take part in bullying.
- Incorporating anti bullying into our annual School Improvement Plan
- Develop the indoor and outdoor environment to include quiet, seated areas as well as more challenging activity areas for play.
- Providing children with E- Safety Workshops, guidance regarding safe use of the Internet and appropriate use of mobile phones.



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## **Monitoring and Review:**

This Policy is monitored on a regular basis by the Strategic Leadership team. The Headteacher will report to the Governing Body, regarding the effectiveness of the policy, on a termly basis via the Governing Body Report. The effectiveness of this policy will also be reviewed at the Governors Achievement and Standards Committee on a regular basis or when required.

The Anti – Bullying Policy should be read in conjunction with the School’s Behaviour and Discipline Policy and E-Safety Policy.

**Date Reviewed:** Autumn Term 2016

**Review Date:** As required (September 2018)