



Peterborough Diocese
Education Trust



ACHIEVING MORE TOGETHER

POLICY FOR: Anti-bullying

Responsible person: Mr S Hollingshurst

Date reviewed: June 2017

Review annually

“Achieving More Together”

At Milton Parochial Primary School we believe that:

- Every member of the school community has the right to feel comfortable, safe, secure, valued and respected
- Every member of the school community has the right to grow and change, free from prejudice, stereotyping, harassment and negative discrimination
- Every member of the school community has the right to object to language or behaviour which is offensive or intimidating
- Every member of the school community has the responsibility to treat others with respect
- Every member of the school community has a responsibility to report behaviour that they think is hurtful whether they are the victim or simply a bystander

Statement of Policy

The clear message at Milton Parochial Primary School is:

“We do not tolerate bullying in this school.”

Aims and Objectives of School Anti-Bullying Policy

- To prevent bullying from happening
- To deal with bullying behaviour quickly when it occurs

Definition of bullying behaviour

All pupils, parents and adults in the school should know that bullying is a behaviour which involves systematic abuse of power by one or more people through repeated hurtful or aggressive behaviour with the intention to cause emotional or physical harm to another person. Any member of the school community can be a victim of bullying. Bullying can be direct - physical or verbal. It can be relational - e.g. leaving a child out, ostracising from friendship groups, using others as a means of attack or intimidation. Bullying can occur through the use of technologies such as by phone verbally, email, texting or by posting hurtful comments or pictures on websites. Bullying can happen on the basis of a perceived difference relating to race, religion and culture; SEN or disabilities; appearance or health conditions; home circumstances; gender or sexual orientation. Bullying can sometimes be unwitting, but the effect on the victim is still the same. When pupils with the same power, numbers and strength fight or argue, this is not bullying.

Pupils remember the definition of bullying to be:

S everal	S tart
T imes	T elling
O n	O ther
P urpose	P eople

Prevention

We ensure that the curriculum reflects the school's anti-bullying policy and that staff model behaviour that reflects our beliefs. Through our curriculum and PSHE we promote respect for difference, self-awareness, self-esteem and self-control.

We will also:

- Recognise and celebrate diversity of achievement, identity and culture in all fields
- Encourage supportive relationships across phases through our Buddy System
- Carry out assemblies that reinforce a co-operative and caring school climate
- Have an anti-bullying week yearly in order to raise awareness within the school community
- Reinforce high self-esteem and minimise low self-esteem through reward systems
- Adopt classroom management techniques that challenge racist, sexist or homophobic remarks
- Ensure that all pupils, parents and adults are aware of the procedure for reporting bullying - in person, email, telephone, electronic 'worry box'
- Ensure all areas of the school premises are appropriately supervised including the playground and toilets.

Procedures for Reporting and Recording Bullying Incidents

All members of the school community will be alert to the possibility of bullying incidents and all allegations of bullying will be investigated.

- All allegations of bullying will be discussed with the Head Teacher or Senior Teacher and recorded securely on line
- Where necessary, parents of the children involved will be contacted on the same day that allegations are made by either the class teacher or Head Teacher depending on the seriousness of the allegation
- The Head Teacher will investigate the allegation in line with the Behaviour Policy and may request a period of monitoring
- Parents will be informed of outcomes within the agreed time
- Cases of bullying will be shared with the Local Authority through electronic returns and with the Governing body via the Head Teacher's termly reports to Governors

Outcomes

Actions will vary to accommodate the varying degrees of bullying, ranging from: counselling, no blame support group, circle of friends, apology, written apology, sanctions e.g. loss of breaks, exclusion from school clubs or other privileges, involvement of parents and in extreme circumstances, fixed term exclusion. In all cases, an adult will carry out a follow up interview with the victim within a month of the incident to check on their well-being.

Monitoring and Evaluation

The policy will be monitored and evaluated by the Head Teacher, Senior Leadership Team and Governors.

Related policies

Behaviour policy
Equality and Diversity policy
Safeguarding Policy
PSHE policy
Racist Incident Procedure

Definitions

Pupils, parents and adults in school consider bullying behaviour to include:

Repeated hitting, kicking, pushing, poking, tripping.

Repeated name-calling, jokes, jibes, teasing, possibly related to perceived differences, e.g.

Racist - Harassment or victimisation of someone due to their colour or race. 'Any incident which is perceived to be racist by the victim or any other person'. MacPherson Report 1999.

Homophobic - Victimisation motivated by someone's sexuality or perceived sexuality.

Sexual - Abusive name calling, sexual innuendoes etc

Physical - Harassment or victimisation due to physical disability.

Academic - Victimisation because a pupil works hard, is able, or has learning difficulties.

Appearances - The right clothes etc

Classist - Person targeted for representing a perceived class or socio-economic group.

Religious - Person targeted for representing a perceived religious group.

Telling nasty stories about someone.

Sending nasty notes, e-mail, voice and text message - can happen at any time, day or night

Writing on walls about people

Ignoring people, not letting them take part in games/activities

Keeping someone in or out of a room

Manipulation - to negotiate, control or influence something or someone

This policy was reviewed by governors on Thursday 29th June 2017. It is reviewed annually.