



MERRIOTT & HASELBURY PLUCKNETT FEDERATION

Anti-Bullying Policy

January 2018

Merriott and Haselbury Federation

Name of Policy	Anti - Bullying	 
Approved - Date	January 2018	
Next Review Date	January 2020	

Rationale

Merriott and Haselbury Federation is committed to a policy of inclusion, equality and justice. This policy has been developed in consultation with pupils, staff, parents and governors of the school.

We believe that bullying behaviour is totally unacceptable and has an significant emotional impact on those bullied.

We believe that where bullying is challenged effectively pupils will feel safe and happy and we will demonstrate a school that cares. Bullying is detrimental to the bullied and the bully.

Our bullying policy should be read in conjunction with our school's behaviour management policy. This policy should be taken as part of the overall strategy of the school and operated within the context of our vision, aims and values as community schools.

Aims

Within the federation schools we want:

- * All children to feel safe and to learn, play and be with others;
- * All children to be treated fairly, with respect and dignity;
- * We aim to listen carefully to what children have to say and to treat all reports seriously.

The nature of bullying

There are many definitions of bullying, but it is generally accepted to be:

- * Deliberately hurtful (including aggression)
- * Repeated often over a period of time
- * Difficult for victims to defend themselves against

Bullying can take many forms, but three main types are:

- * Physical - hitting, kicking, taking belongings
- * Verbal - name calling, insulting, making offensive remarks
- * Indirect - spreading nasty stories about someone, exclusion from social groups, being made the subject of malicious rumours

Research shows that name-calling is the most common direct form. This may be because of individual characteristics, but pupils can be called nasty names because of their ethnic origin, nationality or colour, or some form of disability.

The governing body and staff within the federation recognises the significant emotional impact that bullying has

Bullying can also use technology such as inappropriate text messaging and electronic messaging (including through web-sites, Social Networking sites and Instant Messenger); sending offensive or degrading images by phone or via the internet.

This policy covers all types of bullying including:

- Bullying related to race, religion or culture.
- Bullying related to special educational needs.
- Bullying related to appearance or health conditions.
- Bullying of young carers or looked after children or otherwise related to home circumstances.
- Cyber bullying

Links with other school policies and practices

This Policy links with a number of other school policies, practices and action plans including:

- The teaching of Citizenship and PSHE.
- Behaviour Management Policy.
- Online Safety Policy
- The recording of racial incidents

Involving Pupils

We will:

- Discuss children's views on the extent and nature of bullying through Circle Time and PSHE.
- Ensure children know how to express worries and anxieties about bullying.
- Ensure all children are aware of the range of sanctions which may be applied against those engaging in bullying.
- Involve children in anti-bullying campaigns in school where appropriate.
- Publicise the details of helplines and websites.
- Offer support to children who have been bullied.

- Work with children who have been bullying in order to address the problems they have.

Pupils' attitude to bullying

Pupils' understanding varies with age. Younger pupils (Key Stage 1 and younger) may confuse bullying with fighting and nasty experiences generally - making it difficult to identify actual bullying. Older children (Year 3 upwards) tend to develop a more mature understanding.

The most important indication of bullying behaviour is whether the victim themselves believe that they have been subjected to bullying.

We want children to tell us if they have a problem with bullying behaviour and what they say will always be taken seriously.

Involving parents

Parental support is one of the keys to the success of our anti bullying policy.

We will:

- Aim to consult and communicate with parents and carers on a regular basis.
- We advise parents /carers of the possible consequences of bringing valuable items in to school.
- Ensure that parents / carers know whom to contact if they are worried about bullying.
- Ensure parents know about our complaints procedure and how to use it effectively.
- Ensure parents / carers know where to access independent advice about bullying.
- Work with parents and the local community to address issues beyond the school gates that give rise to bullying.

What should parents do if they feel their child is being bullied?

Any parent contacting the school with a particular concern will always be taken seriously. The first point of contact for the parent is the child's class teacher and we recognise that the following contributes to good practice:

- * Recognising that the parent may be angry or upset
- * Keeping an open mind - bullying can be difficult to detect, so a lack of staff awareness does not mean that no bullying has occurred
- * Remaining calm and understanding
- * Making it clear that the school does care and that something will be done
- * Explaining the agreed school procedures and policy and ensuring these are followed

If a parent does not feel that the situation has been dealt with adequately by the class teacher then the next stage of the complaints procedure is to

contact the headteacher.

Preventative Strategies

Strategies in school to prevent bullying behaviour include:

- Making clear links between our bullying policy and behaviour management policy;
- High levels of adult supervision at playtime, lunchtime and in the classroom,
- Ensuring adequate adult/child ratio when going on school trip/walks etc
- Positive reinforcement kind/helpful behaviour e.g. if one child assists another who has fallen over in the playground.
- Reinforce caring for each other through stories in Collective Worship and other appropriate curriculum areas.
- Remind children to say 'Stop, don't do that' using a hand signal if another child does something to them that they don't like. If they persist tell a member of staff away.
- Carpet Discussion Time - when incident brought to teacher's attention e.g. pushing/fighting, sit down and discuss with whole class how they feel about the incident. Would they like it to happen to them? How does it make them feel? What should they do?
- Listening carefully to pupils and providing opportunities for them to express views and opinions - for example during circle time;
- Keep record of incidents in our Class Behaviour Log and inform Senior Staff if appropriate. If a pattern of behaviour is emerging or serious incident occurs contact parents to discuss ways of resolving the situation (see Behaviour Policy)
- Playground Equipment and adults support - playground equipment, Huff and Puff equipment, and outdoor seating areas all help to keep children positively focused on desired behaviour as well as adult support for play.
- Teach children how to recognise when others do not like what is happening to them – e.g. sad faces, crying
- Involving parents and the wider community. Records of conversations with parents concerning any incidents of bullying, if deemed appropriate
- Being aware that even the youngest children can understand the consequences of their own actions;
- Multi agency work - working with Social Services, Police, etc.
- Consider all opportunities for addressing bullying including through the curriculum, through peer support, e-safety lessons each term and through the school council. Holding an annual Anti-bullying Week.
- Including all staff in training; to identify bullying and follow school policy and procedures on bullying;
- Teaching victims to say 'no' or get help.

Dealing with reported incidents of bullying

At Merriott and Haselbury Federation, we adhere to 5 key points:

1. Never ignore suspected bullying;
2. Don't make premature assumptions;
3. Listen carefully to all accounts - several pupils saying the same thing does not necessarily mean they are telling the truth;
4. Adopt a problem solving approach which moves the pupils on from justifying themselves;
5. Follow up repeatedly, checking bullying has not resumed.

If a child has been bullied the action that follows will depend on the severity of the incident. However, a hierarchy of sanctions will be following which are set out below.

We will:

Warn them not to do it again.

or

If it is very serious or the child has repeated the behaviour after being warned, a telephone call will be made to their parents or a letter will be sent to their parents/carers and they will lose a privilege. This procedure will be dependant on the age of the child.

or

Parents/carers will be invited in to school for a final warning before exclusion.

or

The headteacher may make the decision to exclude the child immediately. The parents then have a right of appeal to the Governing Body and LA. It should be noted that exclusion from the school will only be used as a very last resort. There have been no temporary or permanent exclusions in the last six years.

There are two types of exclusion:-

- * Temporary - a child is excluded for a fixed number of days, up to a maximum of 15 per term.
- * Permanent - the child is not allowed to return to the school. There are parental appeal procedures that can be made against these exclusions.

Monitoring and evaluating the policy

We will review this policy every two years as well as if incidents occur that suggest the need for review. The policy will be regularly monitored and evaluated by the headteacher and class teachers through the following methods:

- * Checking each class for frequency of incidents through behaviour logs
- * Talking with pupils e.g. in circle time;
- * Conducting sampling surveys with a group of class;
- * Playground observations;
- * Small group interviews - or individual interviews.

This Policy only works if it ensures that the whole school community understands that bullying is not tolerated and understands the steps that will be taken to both prevent and respond to bullying.

This Policy will be working if:

- a) Children feel safe and secure at school
- b) Children know what to do should they feel threatened or frightened by anyone
- c) Parents, staff and governors are familiar with the policy and are actively involved in its support
- d) Staff and governors are consulted regarding review/policy decisions