

MANEY HILL PRIMARY SCHOOL



ANTI-BULLYING POLICY

Reviewed By Staff:	Sept 2022
Governor Ratification Date:	Sept 2022
Next Review Date:	Sept 2023

Statement of Intent

We are committed to providing a caring, friendly and safe environment for all pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly, severely and effectively. This means that anyone who knows that bullying is happening is expected to inform members of staff.

What is Bullying?

Bullying is the use of aggression with the intention of hurting another person either physically or emotionally, by intimidating or demeaning others. It is usually persistent and is often covert, and is a conscious attempt to hurt, threaten or frighten someone. Bullying results in pain and distress to the victim.

Bullying can include:

- **Emotional:** derogatory name calling of an insulting and/or personal nature.
- **Physical:** pushing, kicking, hitting, punching or any use of violence because of some perceived physical, economic, sexual, intellectual, cultural or racial difference.
- **Racist:** racial taunts, graffiti or gestures.
- **Sexual:** unwanted physical contact or sexually abusive comments.
- **Homophobic:** because of, or focussing on the issue of sexuality.
- **Verbal:** name-calling, sarcasm, spreading rumours, teasing, abuse and threats.
- **Cyber:** All areas of the internet such as email and internet chat room misuse, threats by text message and calls and misuse of camera and video.

Dealing with Bullying:

At Maney Hill Primary School our Anti-bullying Policy is linked with our whole school Behaviour Policy. When responding to a bullying situation we aim to:

- never ignore suspected bullying
- never make assumptions
- listen carefully to all accounts
- adopt a problem solving approach
- follow-up shortly after intervention and sometime after to check the bullying has not resumed

We encourage all staff to pay attention to minor incidents. If they suspect bullying is occurring, a calm enquiry may act as an effective intervention and stop any potential bullying.

We recognise that it can be difficult to establish all the facts and the correct sequence of events. It is easy to misinterpret bullying behaviour especially as adults are likely to arrive at the scene towards the end of an incident and may well observe the victim retaliating. Bullying often involves a group of pupils and we must not assume because there are two or three pupils giving the same account that this means they are telling the truth.

In a problem-solving approach the adult accepts that there may be different versions of events and that it will be difficult to know what really happened. The focus is upon the important issue that the

pupils concerned have fallen out with each other. This enables all concerned to move beyond justifying and defending themselves and to work out an effective solution.

Follow-up is very important. Bullying behaviour is persistent and may resume again. Pupils need to know that there will be a follow-up. In the meantime, pupils are encouraged to speak to an adult about any concern they may have.

Anti-Bullying Strategies

Within the school curriculum we aim to tackle bullying through:

- promoting the School Values of Respect, Teamwork, Ambition, Responsibility, Adaptability and Resilience
- developing pupil confidence and self-esteem
- preparing pupils to play an active role as citizens
- developing children's social skills, intrinsic motivation, empathy towards others, self-awareness and their ability to recognise and manage their feelings

Strategies that may be implemented to deal with bullying:

- investigate what has happened including listening to all children and staff involved
- the bully or bullies may be asked to genuinely apologise
- consequences in line with the Behaviour Policy including loss of Golden Time, a Behaviour Letter and in serious cases a Fixed Term or Permanent Exclusion
- working with the parents of the victim and the bully, including during suspected bullying, communicating any findings and as follow-up after the event
- implement a home-school communication book
- implement behaviour monitoring chart
- working alongside families and external agencies to provide specific support to children with additional needs
- use of Circle Time for class discussion to support learning about what bullying is and what can be done to prevent it or respond if it happens
- the use of role-play to help pupils to rehearse more challenging strategies
- ensure regular reminders in class and assemblies
- the use of pupil questionnaires and surveys to find out children's perception of bullying and evaluate the effectiveness of whole school strategies
- comic strip conversations with individual children
- ensuring all staff receive adequate training and support
- ensuring there are opportunities at staff meetings for staff to raise and discuss issues reporting to Governors
- working alongside charities such as 'ChildLine'
- after an incident/s has been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place