

# **Anti-Bullying Policy**

## **Millfields Primary School and Nursery**

### **Policy Aims**

Millfields Primary School & Nursery is committed to providing a caring, friendly and safe environment for all of our children so that 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 and effectively.

### **What Is Bullying?**

Bullying is the use of aggression with the intention of hurting another person. It is repeated deliberately hurtful behaviour. Bullying results in pain and distress to the victim.

Bullying can be:

- Emotional - being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical - pushing, kicking, hitting, punching or any use of violence
- Racist/racial taunts, graffiti, gestures
- Sexual - unwanted physical contact or sexually abusive comments
- Verbal - name-calling, sarcasm, spreading rumours, teasing
- Cyber - All areas of internet, such as email & social networking misuse
- Mobile threats by text messaging & call
- Misuse of associated technology , i.e. camera & video facilities

### **Why is it Important to Respond to Bullying?**

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

We have a responsibility to respond promptly and effectively to issues of bullying.

This policy should be read in conjunction with the school's Behaviour policy.

### **Objectives of this Policy**

- All governors, teaching and support staff, children and parents/carers should have an understanding of what bullying is.

- All governors and teaching and support staff should know what the school policy on bullying is and follow it when bullying is reported.
- All children and parents/carers should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils and parents/carers should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

## Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school
- doesn't want to go on the school / public bus
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn, anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phones
- is nervous & jumpy when a cyber-message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

## Procedures

1. Incident is reported to a member of staff.
2. Member of staff (if not child's class teacher) to bring incident to the attention of the child's class teacher.
3. Class teacher to investigate incident by speaking to the children involved.
4. If the allegation is founded as bullying, the class teacher will report the incident to the Head teacher, who will record the incident in the Bullying Log. If it is found to be a behaviour incident other than bullying, it is dealt with according to the Behaviour Policy.
5. The Headteacher will investigate the incident, including holding discussions with pupils. Parents/carers will be informed and will be asked to come in to a meeting to discuss the problem.
6. The Headteacher, together with the Deputy Headteacher, will put a strategy in place and monitor it with the class teacher (over a 4 week period initially). With this in place the bullying behaviour and/or any threats of further bullying should stop.
7. Provision will be put in place to help the bully (bullies) change their behaviour.

## Outcomes

- 1) The bully (bullies) may be asked to genuinely apologise. Other consequences may follow.
- 2) If possible, the pupils will be reconciled.
- 3) After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
- 4) The school will provide a safe haven for the victim during school hours if requested.
- 5) The school will work with the victim to raise self-esteem.
- 6) The school will work with the bully (bullies) to change his/her/their behaviour.
- 7) If the bullying continues the bully (bullies) will be dealt with by the Headteacher and, in serious cases, suspension or even exclusion will be considered.

## Prevention

We will use various methods for helping children to prevent bullying. As and when appropriate, these may include:

- signing a behaviour contract.
- writing stories or poems or drawing pictures about bullying.
- reading stories about bullying or having them read to a class or assembly.
- making up role-plays.

- having discussions about bullying and why it matters.
- understanding and celebrating diversity.
- understanding the power of language particularly relating to the verbal abuse of anyone.
- developing an understanding of their rights, the rights of others, and their responsibilities to each other.
- recognising and challenging prejudicial attitudes and behaviour.

The school acknowledges that the development of understanding regarding diversity is progressive and will work with Governors, staff, parents and the LA in order to develop understanding and enhance the school's ability to work with children.

The personal and educational progress of the children will be monitored in relation to equality.

In the interests of all the children the school will encourage positive appreciation of diversity within the parent community and take a robust stance against discrimination and abusive behaviour.

**In working on the above we will take note and use the DFE 'Preventing and Tackling Bullying' booklet (2012).**

As a school community we will NOT tolerate harassment of any kind.

Agreed by Governors: May 2017

Review date: May 2019