

Policy on Anti-Bullying

Mugginton Church of England Primary School

Reviewed	<i>21st September 2022</i>
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CoG	C Stroud
Future Review	<i>Autumn 2023</i>

Anti-Bullying Policy

1. Introduction and definitions

- a) Bullying is action taken by one or more children with the deliberate intention of hurting another child, either physically or emotionally – this can include racist bullying, sexual bullying or cyber-bullying.

The National Society for the Prevention of Cruelty to Children defines bullying as:

'Bullying is behaviour that hurts someone else. It includes name calling, hitting, pushing, spreading rumours, threatening or undermining someone. It can happen anywhere – at school, at home or online. It's usually repeated over a long period of time and can hurt a child both physically and emotionally.'

Bullying can take different forms. It could include:

- physical bullying: hitting, slapping or pushing someone
- verbal bullying: name calling, gossiping or threatening someone
- non-verbal abuse: hand signs or text messages
- emotional abuse: threatening, intimidating or humiliating someone
- exclusion: ignoring or isolating someone
- undermining, constant criticism or spreading rumours
- controlling or manipulating someone
- making silent, hoax or abusive calls

The following types of bullying are also hate crime:

- racial, sexual, transphobic or homophobic bullying
- bullying someone because they have a disability.

2. Aims and objectives

- a) In line with the Christian ethos of our school, bullying is regarded as wrong and damages individual children. We believe every child has unique, intrinsic value regardless of their background. We do all we can to prevent bullying by developing a school ethos in which bullying is regarded as unacceptable.
- b) We aim, as a school, to produce a safe and secure environment where all can learn without anxiety.
- c) This policy aims to produce a consistent school response to any bullying incidents that may occur.
- d) We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our school.

3. The role of Governors

- a) The Governing Body supports the Headteacher in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the Governing Body does not allow bullying to take place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.
- b) The Governing Body monitors the incidents of bullying that occur, and reviews the effectiveness of the school policy regularly. The Governors require the Headteacher to keep accurate records of all incidents of bullying and to report to the Governors on request about the effectiveness of school anti-bullying strategies.
- c) The Governing Body responds within ten days to any request from a parent to investigate incidents of bullying. In all cases, the Governing Body notifies the Headteacher and asks her to conduct an investigation into the case and to report back to a representative of the Governing Body.

4. The role of the Headteacher

- a) It is the responsibility of the Headteacher to implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying. The Headteacher reports to the Governing Body about the effectiveness of the anti-bullying policy and the number of instances of bullying in the termly Headteacher's report to the FGB.
- b) The Headteacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The Headteacher draws the attention of children to this fact at suitable moments. For example, if an incident occurs, the Headteacher may decide to use collective worship or team time as a forum in which to discuss with other children why this behaviour was wrong, and possible consequences.
- c) The Headteacher ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying.
- d) The Headteacher sets the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

5. The role of the teacher

- a) Teachers in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place. They keep their own records of all incidents that happen in their class and that they are aware of in the school.
- b) If teachers witness an act of bullying, they do all they can to support the child who is being bullied. If a child is being bullied over a period of time, then, after consultation with the Headteacher, the teacher informs the child's parents.
- c) We keep a behaviour e-logbook using RM Integris where we record all incidents of bullying as well as other behaviour-related issues. If any adult witnesses an act of bullying, they should write down exactly what took place in order for the event to be recorded in in e-logbook.
- d) If, as teachers, we become aware of any bullying taking place between members of a class, we deal with the issue immediately. This involves supporting the victim of the bullying, and punishment for the child who has carried out the bullying. We spend time talking to the child who has bullied: we explain why the action of the child was wrong, and we endeavour to help the child change their behaviour in future. If a child is repeatedly involved in bullying other children, we inform the Headteacher and, when necessary, the special needs co-coordinator. We may invite the child's parents into school to discuss the situation. In more extreme cases, for example where these initial discussions have proven ineffective, the Headteacher may contact external support agencies such as the social services and other sanctions used.
- e) Teachers routinely attend training, which enables them to become equipped to deal with incidents of bullying and behaviour management.
- f) Teachers attempt to support all children in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.

6. The role of parents

- a) Parents who are concerned that their child might be being bullied or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately. Parents should not attempt to deal with bullying-related issues independently.
- b) Parents are encouraged to support the school's anti-bullying policy and actively encourage their child to be a positive member of the school.

7. Monitoring and review

- a) This policy is monitored on a day-to-day basis by the Headteacher, who reports to Governors about the effectiveness of the policy in the Headteacher's reports to the full Governing Body.

- b) This anti-bullying policy is the Governors' responsibility and they review its effectiveness annually. They do this by examining the school's anti-bullying logs and by discussion with the Headteacher. Governors analyse information on gender and age and of all children involved in bullying incidents.

Mugginton Church of England Primary School

Children's Anti-Bullying Policy



Our definition of bullying:

'Bullying is when someone, adult or child, chooses to repeatedly pick on somebody and hurt them physically or mentally because of how they look, speak or act, even after they have been asked to stop.'



What we Believe at Mugginton





At Mugginton we believe everybody should have the same opportunities. We treat people how we want to be treated and we know that everybody is different and everybody is special. We believe every child should feel safe and happy and we know we can tell any adult or a friend if we don't feel safe.

What is Bullying?

'Bullying is when someone, adult or child, chooses to repeatedly pick on somebody and hurt them physically or mentally because of how they look, speak or act, even after they have been asked to stop.'

Types of Bullying

Bullying of any sort is NEVER acceptable. Bullying can happen in school, on the playground or outside of school. Whenever it happens, it is wrong. If you ever experience bullying or feel unsafe, you must tell somebody as soon as you can.

<p>Physical Bullying</p> 	<p>Physical bullying is using your body to hurt another person. For example, kicking, pushing, punching or using threatening behaviour.</p> <p>The effects of physical bullying are easy to spot. For example, bruises or cuts.</p>
<p>Verbal Bullying</p> 	<p>Verbal bullying is using unkind or hurtful words to gain power over a person. For example, name calling, teasing, swearing and homophobic or racist words.</p> <p>The effects of verbal bullying are hard to spot because it often happens away from adults.</p>
<p>Social Bullying</p> 	<p>Social bullying is when people try to embarrass or humiliate another person. For example, by spreading rumours, lying, gossiping, leaving people out.</p> <p>It is very hard to spot because it is often done behind a person's back.</p>
<p>Cyber Bullying</p> 	<p>Cyber bullying is bullying using electronics such as mobile phones, computers, games consoles, iPads and other tablets. For example, sending nasty messages, using aggressive words, sharing private information, threatening the person, teasing them, criticising and spreading nasty rumours about them.</p>



What should I do if I am being bullied?

Try to	Try not to
<ul style="list-style-type: none">• Tell somebody straight away• Ask them to stop, if you can• Try to write down exactly what happens and when• Be proud of who you are – it IS NOT your fault• Be with people who are kind and make you feel happy	<ul style="list-style-type: none">• Get upset• Respond by hitting or saying something nasty back• Keep it to yourself, you must tell somebody so we can help you• Think it's your fault and take it personally. Bullying is NEVER right

What should I do if I see somebody being bullied?

- 1) Tell somebody straight away – you do not need to get involved if you don't feel safe
- 2) Check that the person being bullied is okay
- 3) Do not keep quiet or bullying will keep happening

Speak out, Speak out, Speak out!

Telling somebody that you or somebody else is being bullied can be difficult. However,

- We all have a responsibility to make sure that bullying never happens at our school
- Telling somebody is the right thing to do
- The teachers and Mr Green will deal with it calmly, sensitively and quickly. Teachers will tell you what is going to happen next and will make sure you are ok
- If nobody knows what is happening, nobody can help
- We are a family and need to support each other
- Don't ever feel embarrassed about feeling unsafe. It is NEVER your fault



Who can you tell?

Your Teacher: They know and care about you and can give you support every day

Any other staff: We all know each other so well that you can tell any adult and we will all help you

A friend you trust: Talking about things you worry about makes you feel better. Real friends will look after you and make you feel better. They can help you to talk to an adult

An older pupil: They will help you to talk to an adult and will make you feel better

A parent, a friend or somebody else you trust: If you don't want to talk to anybody at school, tell somebody at home. They can

What our teachers will do to help you

We will take all things you tell us seriously and listen to you. We will write down what you tell us

We will be sensitive to your situation

We will not stop until the bullying has stopped

We will explain to children why bullying is wrong

We will try to make you feel right again. Remember bullying is never your fault

We might speak to your parents so they can help too

We will continue to monitor the situation afterwards and check that things have changed

We will continue to talk about anti-bullying so everybody continues to feel safe and happy at school

If you are being bullied at home or in school, remember:

START TELLING OTHER PEOPLE

