



Merrydale
Junior School

Be the Best you can Be

Anti-bullying policy 2020/22

This Anti-bullying policy outlines the commitment of DSAT schools to safeguard and promote our pupils' welfare, safety and health by fostering an honest, open, caring and supportive climate. The pupils' welfare is of paramount importance. The policy explains how roles, responsibilities and accountabilities are delegated.

Policy Date:	November 2020	Version: 1.5		
Policy Review Date:	Autumn 2022	Catriona Mugglestone	<i>C Mugglestone</i>	30/11/20
Ratified by Governing Body:				
Lesley Butcher		<i>Lesley Butcher</i>		08/12/20

Statement of Intent

Bullying is wrong and damages individual children. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable.

Our school aim **'Be the best you can be'** is to allow every child to achieve and fulfil their potential. Our whole school message to the children of Merrydale is to stay safe, be healthy, achieve, make a positive contribution and enjoy school and learning. We are committed to providing a caring, friendly and safe environment for all pupils so they can learn in a relaxed and secure atmosphere.

If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. To deal with bullying, we will help everyone: to get on well together, to be polite to one another, respect and understand each other, to be considerate and kind to each other and to believe that everyone has the right to be who they are. Therefore, this policy aims to produce a consistent school response to any bullying incidents that may occur.

Objectives of this Policy

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors, teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents 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 should be assured that they will be supported when bullying is reported.

What is Bullying?

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim. It is different from other types of aggressive behaviour because it is defined as something that happens more than once and is directed specifically at an individual or group. We define bullying as physical or verbally aggressive behaviour that occurs, **'Several Times On Purpose'**. The school uses this definition to help children understand the seriousness of bullying compared to other unacceptable behaviours and provides the **'STOP'** acronym that leads to children knowing they should **'Start Telling Other People.'**

Bullying can be:

- Emotional - being unfriendly, excluding, tormenting, rumours (e.g. hiding books, threatening gestures)
- Physical - damage to belongings, pushing, kicking, hitting, punching or any use of violence
- Sexual - unwanted physical contact or sexually abusive comments
- Verbal - name-calling, sarcasm, spreading rumours, teasing, aggressive language
- Cyber - All areas of internet, such as email & internet chat room misuse
 - Mobile threats by text messaging & call
 - Misuse of associated technology, e.g. camera and video facilities
 - Grooming

Perpetrators may use different pretexts as the basis of their bullying, basing their comments or actions on:

- The religious background or faith of the person bullied
- A disability, perceived physical difficulty or Special Educational Need.
- The race of the victim: e.g. racist name calling, taunts, graffiti or gestures
- The sexuality of the victim: e.g. homophobic bullying

Bullying can also take place through third person involvement e.g. another person being encouraged to take part in any of the behaviours above.

All staff should also be aware to the possibility of a member of staff bullying a child. Should anyone suspect that this is taking place this should be reported immediately to the Headteacher. If the Headteacher is suspected of bullying, the matter should be reported to the Chair of Governors.

Bullying is not:

As a school we define bullying as 'Several Times On Purpose.' Therefore, it is important to understand that bullying is not an odd occasion falling out with friends, name calling, arguments or when the occasional 'joke' is played on someone.

Children do sometimes fall out or say things because they are upset. When occasional problems of this kind arise it is not classed as bullying. However, the correct process to resolve these situations needs to be followed, to prevent the situation from continuing. Therefore, through the teaching of RHSE we will aim for the children to learn how to deal with friendship breakdowns, the odd name calling or childish prank to help the child's development.

We all have to learn how to deal with these situations and develop social skills to repair relationships.

Why is it Important to Respond to Bullying?

- Bullying hurts.
- Children can be affected in many different ways – physically and emotionally.
- No one deserves to be a victim of bullying.
- Everybody has the right to be treated with respect.
- Pupils who are **perpetrators** of bullying need to learn different ways of behaving.
- Schools have a responsibility to respond promptly and effectively to issues of bullying.

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 someone who has asked them for money)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home hungry (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 phone
- 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 - Reporting

Children

- Children are encouraged to always treat bullying seriously.
- They are taught to 'Start Telling Other People,' by reporting possible bullying incidents to any member of staff they trust, a friend or a member of their family.
- Children who are 'bystanders' are taught to support their peers by reporting any suspected bullying to a member of staff they trust, a friend or a member of their family.
- They are taught to not ignore the bullying otherwise the bullying will keep happening and to tell the perpetrator to stop if it is safe to do so.

Staff

- All incidents of suspected bullying will be dealt with by the member of staff it is reported to (usually the class teacher).
- In the staff room, there is an incident form, in which staff record all incidents of bullying that occur both in and out of class. These forms are then handed to our Deputy Headteacher or Pastoral Support Officer, which will then be recorded and monitored for patterns of behaviour. We also record incidents that occur outside of the school premises in such a way that is reasonable, or on the children's way between school and home. Any adult who witnesses an act of bullying should record it on an incident form and hand it to the Deputy Headteacher.
- The School will use the CPOMs system to record all alleged incidents of bullying. The record of the follow up form the incidents will also be recorded in this way.
- All staff are responsible for the health and well-being of the children and have a duty to respond seriously to any claim of bullying.
- If they are unable to investigate the matter must be **referred immediately** to a senior member of staff (Pastoral Support Officer, Assistant Headteacher, Deputy Headteacher or Headteacher).

- Teaching Assistants should report to a class teacher or senior manager if they have any concerns about potential bullying.
- Lunchtime supervisors should record incidents of bullying, on to the incident forms, located in the staffroom. These incidents should then be reported to the class teachers and the headteacher where there are any concerns about children's behaviour. These children should then be monitored during these periods of time to see if behaviours continue.

Parents

- Parents and carers have a responsibility to support the school's anti-bullying policy, actively encouraging their child to be a positive member of the school.
- Parents and carers 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 or a member of the senior management team immediately.
- If parents are not satisfied with the response, they should contact the headteacher. If they remain dissatisfied, they should follow the school's complaints procedure, as detailed in the school prospectus/handbook and the school website.
- In serious cases parents should be informed and will be asked to come into a meeting to discuss the problem.
- If necessary and appropriate, particularly if behaviour in school is repeated out of school, police will be consulted.

Procedures – Outcomes

Victim

- The bullying behaviour or threats of bullying must be investigated immediately, and the alleged bullying stopped.
- Victims will be reassured that they have done nothing to deserve the bullying and that what may have happened is not their 'fault'
- The victim will be consulted with on how to rebuild relationships with the perpetrator if they want to do this.
- Referral to our Parent Link Worker or our Pastoral Support Officer may be considered appropriate.
- Following investigations, staff will periodically 'check in' with children that have been the victim of bullying to ensure that the child feels happy and secure at school.

Perpetrator

- Most importantly, the perpetrator should be helped to realise that bullying will not be tolerated, that it must stop immediately and that there can be no re-occurrence.
- Children are helped to reflect upon their actions and to empathise with how the victim may feel through discussions and role-play.
- Perpetrators of bullying are supported to modify their behaviour – this may be through structured lunchtimes including pastoral support and involvement of parents to reinforce the unacceptable nature of bullying.
- Other consequences may take place such as internal exclusion or loss of other 'privileges' in school.
- Temporary exclusion for one or more days may be considered by the headteacher if appropriate.

- In more extreme cases, e.g. where these initial discussions have proved ineffective, the headteacher may contact external support agencies.
- After incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
- The school will work closely with the local police to make sure that any incidents outside school are reported to the school so that children involved can then be monitored inside school as appropriate.

Parents

- Parents / carers of both victim and perpetrator will be kept informed throughout the process.
- Close contact will be maintained with the victim's parents or carers to ensure that the victim adjusts positively back to school life as quickly as possible.
- Parent views will always be considered, but the school will stress that wherever possible reconciliation will be considered, in order to provide clear resolution for all concerned, while not condoning the bullying.

Reconciliation

- The perpetrator will be asked at a suitable point to apologise, in writing or in person.
- Children will be encouraged to reconcile any issues over a period of time so that any injustice can be rectified.

Procedures – Recording

- All serious behaviour incidents are recorded on incident forms which are located in the staffroom. These are handed to the headteacher to be recorded, monitored to see if there are patterns of behaviour that may be regarded as bullying.
- The Anti-bullying Champion takes responsibility to ensure the staff know how to report bullying incidents through the CPOMs systems and the senior management team are responsible for co-ordinating and liaising with class teachers and other staff to ensure that incidents of bullying are not missed.
- Periodic analysis of incident reports e.g. numbers of incidents, numbers of children involved, analysis of lunchtime detentions etc will help staff to measure the success of our policies of poor or challenging behaviour.

Prevention

We aim to help children to prevent bullying.

The school has a range of strategies in place to help children work and behave co-operatively in order to minimise the possibility of bullying taking place.

- We take part in the National Anti-bullying week in November each year, involving all children in discussions about acceptable behaviours and ensuring all children know what procedures should be followed.
- The school uses circle time to provide children with more opportunities to discuss their feelings and attitudes and to help create a positive climate in school and encourage co-operative behaviour
- The school has a clear rules and expectations document that is shared with all of the children in school.

- The school takes a pro-active stance towards challenging behaviour at lunchtime; we have a lunchtime provision system which ensures that children at risk of aggressive behaviour are closely monitored through a structured lunchtime timetable.
- Above all children are encouraged to 'Start Telling Other People' if they feel they are being bullied or if someone they know is being bullied.
- We have regular discussions with the school council.
- Each year we conduct a staying safe survey. The analysis of this data is analysed and shared with the year group leaders and children through discussion.

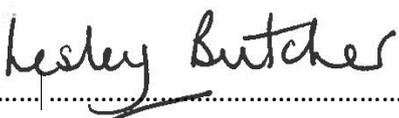
This policy will be reviewed every two years and shared as part of the School Handbook at the start of each year to ensure that all staff are aware of the procedures to follow.

Agreed by staff: 1st December 2020

Agreed by Governing Body: 1st December 2020.

Date of Review: Autumn term 2022

Signed:  Headteacher

Signed:  Chair of Governors