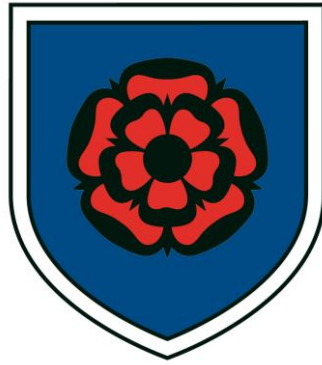
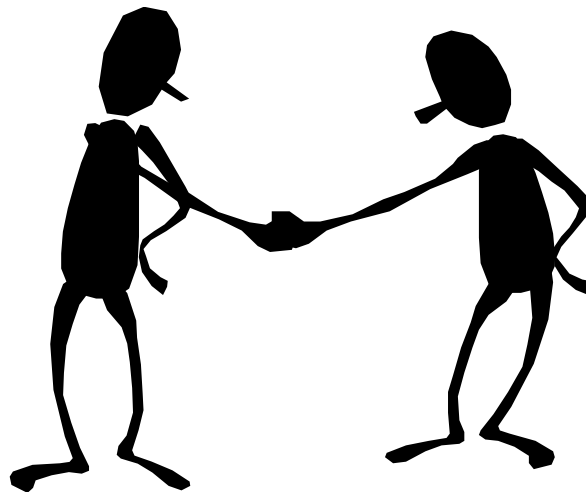


Mossfield Primary School



Anti-Bullying Policy



Statement of Intent

We are committed to providing a caring, friendly and safe environment for all of our 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 and effectively. We are a *TELLING* school. This means that *anyone* who knows that bullying is happening is expected to tell the staff. Bullying can only flourish in a climate of secrecy – we EXPECT anyone who knows of bullying to step forward and record the matter.

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.

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
- Homophobic because of, or focussing on the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Cyber All areas of internet ,such as email & internet chat room misuse
Mobile threats by text messaging & calls
Misuse of associated technology , i.e. camera & video facilities

MOST IMPORTANTLY --- It is repeated over a period of time and is deliberately hurtful behaviour on the part of the bully.

We do not usually consider it to be bullying when two pupils have an isolated single quarrel or disagreement.

There may well be an issue which would need to be addressed by the school, but to call it bullying would not be helpful in the initial stages, and partly negate the seriousness with which the school wishes to deal with repeated acts of bullying.

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.

Objectives of this Policy

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors and 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.
- 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 phone
- is nervous & jumpy when a cyber message is received

These signs and behaviours taken individually may well indicate other problems, but bullying should be considered a possibility and should be investigated if a number of the above are present.

What school will do if a report is received that a child is being bullied:

- **The first report or instance of bullying will normally be responded to by the class teacher. They will attempt to resolve the situation informally, and to reconcile the two parties. Written records will not be kept at this stage.**
- **In a repeated or second report of the bullying, or in a case of what is judged to involve severe bullying, the matter will be referred directly to the head teacher.**

Where the headteacher becomes involved:

- The victim and the bully will be interviewed, either separately or together, at the discretion of the Headteacher. Witnesses to events will be sought, especially where accounts of events differ.
- The headteacher will investigate the incidents as fairly and impartially as possible. Where appropriate, sanctions will be applied to the bully, or both children, if blame can be attributed to both sides. These sanctions will fit the severity of the incidents reported, as judged by the headteacher.
- Both victim and bully will be offered suggestions as how they can overcome the problem
- Both victim and bully will be spoken to on a regular to check whether things are improving or are becoming worse.
- A 'Bullying Incident' report will be completed and kept on file in school, by the headteacher. The SIMS school management database will be used for this purpose, recording bullying incidents on the child's school record.
- Parents of both victim and bully will be informed, if determine necessary by the headteacher.
- In serious cases, suspension or even exclusion will be considered. Police involvement can also be considered in a small number of severe cases.
- If possible, the pupils will be reconciled, but where this is not possible, they will be instructed to stay away from each other. Both will be expected to comply with this ruling, both in and out of school. Parents are expected to fully support the school in this matter.

Prevention

- We have a set of school rules
- We sometimes use behaviour contracts
- We write stories or poems or drawing pictures about bullying
- We read stories about bullying or having them read to a class or assembly
- We have discussions about bullying and why it matters.
- We have an up-to-date Child Protection policy which highlights peer on peer abuse (including cyber bullying and sexting).

How Can Parents Help?

A) If you discover that your child is being bullied:

- Talk calmly with your child about his/her experience.
- **Make a note of exactly where and when the bullying has occurred, what happened and the names of other children which may have witnessed to bullying.**
- Reassure your child that telling you was the right thing to do.
- **Stress to your child that if it happened again he/she must report it to a teacher**
- Make an appointment to discuss the matter with your child's teacher
- Keep in touch with school and let us know if things improve or if the problem continues.
- Co-operate with school in ensuring that you take steps to help ensure the bullying does not take place outside of school.

The items in bold above are essential – They really do help us to investigate the incident or incidents detailed and in a fair manner, adding vital evidence to a victims case. It can be difficult for school to form an opinion where allegations are made which are vague or cannot be substantiated.

B) If you discover that your child is a bully:

- Talk with your child and explain that what they are doing is unacceptable and makes other children unhappy
- Discourage all forms of bullying or aggressive behaviour at home and elsewhere.
- Speak to your child's class teacher and agree ways to stop your child bullying others.
- Speak regularly to your child to find out how things are going along at school.
- Give your child lots of praise and encouragement when he/she is kind and co-operative towards others.
- Ensure that your child does not have the opportunity to bully others outside of school, and ensure they are appropriately supervised when they are not at school.

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