



Mears Ashby CE Primary School

ANTI BULLYING POLICY

Jesus said: ' I have come that I may have life, and life in all its fullness.' (John 10:10)

Policy effective from: 3.12.19

Policy reviewed by AGC: 21.01.20

Policy review date: Dec 2021

Definition

Mears Ashby CE School community defines "bullying" as persistent and targeted verbal or physical intimidation or abuse. It may also include unacceptable social behaviours (e.g. spreading malicious rumours, cyber bullying, or social exclusion).

Children are regularly reminded about how to report a "bullying" incident through assemblies and PSHE lessons. They know they can speak to members of staff in confidence if they feel this is necessary. (This also relates to members of staff, should they feel similarly affected).

Parents/carers are able to speak to their child's class teacher if they feel their child may be being bullied or if their child has disclosed to them.

Our aim following a bullying incident

The aim is not only to support the victim or sanction the bully, but more importantly to help them both to gain insight into their behaviours and to consider ways of avoiding and/or resolving the difficulties they are experiencing and/or presenting.

We understand the behaviour patterns of victims and bullies can be influenced by the values and experiences they bring to school, so we offer support which is informed by the individual pupils' needs.

If an incident is deemed to be considered "bullying" (as defined above) by the Head of School or Executive Headteacher, the following procedure will be carried out:

1. A record of the incident is made and logged in the incident log. Additionally, if the incident is perceived to be racist, it will be logged as such.
2. The incident is discussed with the pupils at an age-appropriate level.

Staff will support the victim by

- * ensuring that the pupil feels that he or she is listened to
- * assuring the pupil that all incidents of bullying are taken seriously
- * reassuring the pupil by explaining how
- * he or she will be supported
- * the incident will be dealt with

The victim should also be supported by an appropriate member of staff. The disclosure will usually have occurred as a result of the pupil identifying someone who cares or can help, and therefore the adults will respond accordingly and use discretion and sensitivity to maintain trust.

Staff will ensure the bully is dealt with fairly by:

- * discussing inappropriate behaviour with the child
- * remaining calm and non-judgemental in order to ensure that the pupil feels that he or she is listened to
- * assuring the pupil that all incidents of bullying are taken seriously and that, regardless of the reasons, you disapprove of all acts of bullying.
- * explaining how he or she will be supported
- * explain how the incident will be dealt with

Attempt to help both the bully and the victim to:

- * see the situation from another perspective.
- * explore the causes and effects of the incident
- * identify how the situation could have been avoided or resolved (i.e. how to be assertive rather than aggressive or submissive)
- * how they can resolve the present conflict.

3. If appropriate, staff members will use a restorative approach with the pupils together, where they will discuss:

- * the details of the incident
- * the future conduct of the pupils, as identified and agreed by all parties in the meeting
- * the actions either pupil should take if there is further bullying or provocation (e.g. to report it to their teacher immediately)
- * the monitoring arrangements for ensuring that the problems don't happen again
- * the further action the school will take if the problems do happen again
- * the date when these arrangements will be reviewed

As a result of the conversations with pupils, members of staff will inform parents or carers of events and actions taken ensuring they are:

- * aware of our concerns
- * aware of the School's Behaviour Policy and the rationale behind it

4. Review of the situation

Knowing their pupils, class teachers will review situations and progress accordingly.

If there is evidence of further bullying or provocation:

* Pupils and parents/carers would be spoken to discussing the nature and level of support the school intends to make to meet the pupils' needs. Appropriate sanctions and support strategies would then be agreed upon.

5. Once the incident has been successfully resolved, unless there is a further occurrence of bullying, it should not be referred to.

This policy should be read in conjunction with the School Behaviour Policy, the Equality Objectives and Policy and the Prevention of Radicalisation Policy.

Mears Ashby Anti- Bullying Policy for Pupils

We agree that bullying is...

- saying unkind words
- hurting other people's feelings
- saying horrible things
- teasing or making fun of people
- kicking
- punching
- pushing
- grabbing
- jumping on somebody
- not showing respect
- damaging other people's property
- being horrible on the internet or with texts
- ganging up on people
- crowding round people

WHEN IT HAPPENS SEVERAL TIMES ON PURPOSE

We agree that bullying makes us feel...

- sad
- cross
- like crying
- anxious
- distressed

When bullying does happen, we can stop it by...

- being nice to other people
- taking ourselves away from it
- standing up for ourselves (if it is safe to do so)
- telling our parents
- telling somebody we trust
- telling an adult in School

**WHEN IT HAPPENS WE SHOULD
START TELLING OTHER PEOPLE**

