



Meadow Vale Primary School

ANTI-BULLYING POLICY

Aim

The aim of the Anti-Bullying Policy is to ensure that children learn in a mutually respectful, supportive, caring and safe environment without the fear of being bullied. Bullying is anti-social behaviour and affects everyone: it is unacceptable and will not be tolerated. The Headteacher is responsible for ensuring that the school's practice is in line with this policy.

Definition

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. The main types of bullying are:

- Emotional- being unfriendly, excluding or tormenting
- Physical- pushing, kicking, hitting or using any kind of violence
- Racist- taunts, graffiti or gestures
- Verbal- name calling, spreading rumours or taunting
- Sexual- unwanted physical contact or sexually abusive comments
- Cyber-bullying- using technology to harass, target or threaten others

Bullying is not:

One-off incidents: Bullying is persistent and repetitive, and generally fits a pattern of behaviour.

Mutual conflict: A disagreement, argument or fight in which both parties have equally participated and where there is no imbalance of power. It is important to make the distinction between bullying and friends 'falling out' with each other. Falling out is an inevitable part of a child's life. A single incident involving conflict – aggression, intimidation or nastiness – is also not bullying.

Please see Appendix A for a version of this message that is shared with children.

Indicators

Children who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Children must be encouraged to report bullying in schools. Teaching staff and support staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with the school policy.

Statutory duty of schools

The Headteacher has a legal duty under the Education Act 2002, Education and Inspections Act 2006 and the Equalities Act 2012 to draw up procedures to prevent bullying among children and to bring these procedures to the attention of staff, parents and children. The DfE also outlines the specific statutory power, held by headteachers, to discipline children for poor behaviour outside of the school premises. Section 89(5) of the Education and Inspections Act 2006 gives headteachers the power to regulate a child's conduct when they are not on school premises and are not under the lawful control or charge of a member of school staff.

Implementation

The Anti-Bullying Policy has been revised in consultation with the whole school community. Responsibilities are identified as follows:

School:

The following steps will be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached
- A clear account of the incident will be reported to the Headteacher
- The Headteacher will interview all concerned
- All other staff will be informed of the incident
- Parents will be kept informed
- Take advice from external agencies, if deemed appropriate
- Records of bullying will be held in the Behaviour Log in the Headteacher's office

Parents:

Children may make disclosures to parents at home or parents may notice a change in behaviour that is not evident in school. Parents should feel confident that they can come into school with their concerns and speak to either the classteacher or a senior member of staff. Parents have the right to make a complaint if it is felt that a bullying incident has not been dealt with effectively.

Actions will be agreed at this meeting and parents should be given feedback as to the outcome. They should also be encouraged to make further contact if the difficulty does not appear to have been addressed or the behaviour is repeated.

We would always prefer that difficulties in relationships between children were resolved in school and would discourage parents from intervening themselves. However, the school will support victims of bullying outside of the school, if the perpetrator or victim is a member of the school's community.

Children:

Children who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with their classteacher or the Headteacher
- Reassuring the child and ensuring appropriate strategies are employed
- Offering continuous support
- Providing opportunities for restoring self-esteem and confidence

Children who have bullied will be helped by:

- Discussing what happened
- Discovering why the child became involved
- Establishing the wrong doing and the need for change
- Informing parents to help change the attitude of the child

The following disciplinary steps can be taken:

- Official warnings to cease offending
- Being kept in at break-time
- Exclusion from certain areas of the school or activities
- Minor fixed term exclusion
- Major fixed term exclusion
- Permanent exclusion

Any of the last three steps should only be considered in very extreme circumstances.

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHE, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour.

Monitoring, evaluation and review

The school will review this policy every 3 years unless required to do so earlier by legislation or circumstances. The review will assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.

This policy should be read in conjunction with the school's Behaviour, Equality, Child Protection, Confidentiality, Learning and Teaching and E-safety policies.

Is it Bullying?

When someone says or does something hurtful by accident and they do it only once, then that is

RUDE!

When someone says or does something hurtful on purpose and they do it only once, then that is

MEAN!

When someone says or does something hurtful on purpose and they *keep doing it* - even when you tell them to stop or show them you are upset - then that is **BULLYING!**



We *do not tolerate Bullying* at Meadow Vale!

