

Maidwell Primary School

Draughton Road
Maidwell
Northamptonshire
NN6 9JF

Anti Bullying & Harassment Policy (Pupils)

History	Details
March 2014	Re-adoption – no change to policy
June 2017	Re-ratified. No change made.
June 2019	Front page: Clarification made that this is a PUPIL policy p8 para 8.1: Reference to <i>Listening Box</i> removed p5 para 9.2: <i>Anti-Bullying Logbook</i> renamed as <i>Behaviour Log</i> p7 para 14.2: <i>Anti-Bullying Logbook</i> renamed as <i>Behaviour Log</i>
June 2021	p3 para 4.4: Insertion of STOP definition p5 para 10.1: <i>PSHE/Citizenship lessons</i> replaced with <i>RHE/Thinking Classroom lessons</i> Reference to <i>peer led intervention scheme</i> removed p7 para 14.5: <i>PSHE/Citizenship lessons</i> replaced with <i>RHE/Thinking Classroom lessons</i> p7 para 16.1: <i>Bullying Log Book</i> replaced with <i>SIMS</i> p7 para 16.3: <i>NCC</i> replaced with <i>WNC</i> . Submission to WNC noted as <i>if appropriate</i>

The Chair of Governors, on behalf of the Governing Body of Maidwell Primary School, has formally adopted this policy. The Headteacher and the Governing Body will review it no later than two years from the date of signature below.

Last Review

June 2021

Next Review

June 2023

GB Approval
Date

Signature
Chair of Governors

MAIDWELL PRIMARY SCHOOL

ANTI BULLYING & HARASSMENT POLICY

Maidwell Primary School is intolerant of **ANY** form of bullying, harassment or prejudice and believes that every pupil has the right to be an individual and to learn in a safe environment. Consequently we believe that bullying, in all of its many forms, is unacceptable and should be challenged wherever and whenever it occurs in school.

1 Definition

- 1.1 Bullying is sustained action taken by one or more children or adults with the deliberate intention of hurting another child or adult either physically or emotionally

2 Aim

- 2.1 At Maidwell Primary School we are committed to providing a caring, friendly and safe environment where all can learn in a relaxed and secure environment. Bullying of any kind is unacceptable at our school and will not be tolerated. It is wrong and damages individuals. If it 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.

3 Rationale

- 3.1 Bullying hurts. No one, be they adult or child deserves to be a victim of bullying. People who bully have to learn more appropriate ways of behaving. In our school everybody has the right to be treated with respect and, therefore, we as a school have a responsibility to respond promptly to issues of bullying. By having an anti-bullying policy in place that everyone adheres to, we can fulfil our mission statement and strategic aims.

4 Definition

- 4.1 We the staff, pupils and parents of Maidwell primary school define bullying as the use of physical or verbal aggression with the intention of hurting another person. A bully uses power, be it physical, mental, verbal or by exerting influence against another person or persons. Bullying results in pain and distress to the victim. Bullying can be:

- Emotional By being unfriendly, excluding, tormenting, ganging up and using threatening gestures
- Physical Pushing, kicking, hitting, biting or any use of violence
- Racist Racial taunts, graffiti, gestures

- Sexist Because of or focussing on issues of gender
 - Sexual Unwanted physical contact or abusive comments
 - Verbal Name-calling, sarcasm, teasing, spreading rumours
 - Cyber All areas of internet, such as email and internet chat room misuse, Mobile threats by text messaging and calls, Misuse of associated technology i.e. cameras and video facilities.
-
- Religious Focusing on a person's religious belief
 - Cultural Focusing on a person's cultural heritage
-
- Focused on a person's physical or mental ability
 - Focused on a person's appearance or health
 - Related to a person's home circumstance

4.2 Bullying is a behaviour that involves systematic abuse of power. Bullying in school is not confined to children. Adults can also display bullying behaviour towards each other and children.

4.3 An individual starts bullying. He or she is not responding to nastiness from another person. When pupils with the same power, numbers and strength fight or argue, this is not bullying. Bullying can sometimes be unwitting, but the effect is the same.

4.4 STOP (Several Times On Purpose) is used as a working definition in school.

5 Our Objectives

5.1 All pupils, staff, parents and governors should have an understanding of the issue of bullying

5.2 Clear procedures for the dealing with and the reporting of bullying issues should be understood and followed

5.3 Bullying will not be tolerated at Maidwell Primary School

6 Principles

6.1 All incidents of bullying behaviour should be challenged

6.2 All incidents of bullying behaviour should be acted upon and seen to be acted on by the school

6.3 Parents should be kept informed at all stages of the issue

6.4 The school should attempt to reconcile the pupils

7 Signs and Symptoms

7.1 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
- Does not 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 truanting
- 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 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

8 Procedures when bullying occurs

8.1 Incidents of bullying, either seen by staff or reported to them, will be dealt with in accordance with the school's behaviour policy. With particular respect to bullying the following procedures apply:

- Pupils should report bullying incidents to staff either verbally or in written form
- In cases of serious bullying, the incident will be recorded by staff
- In serious cases parents should be informed and will be asked to attend a meeting to discuss the problem
- If necessary and appropriate, police will be consulted
- The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
- An attempt will be made to help the bully (bullies) change their behaviour
- The type of bullying will be taken into account when responding to an incident for example educating the bully about race or ensuring school rules about technology are followed.

- Punitive measures will be taken as appropriate and in consultation with all parties concerned.
- If bullying persists an official warning to cease offending will be issued.

9 Outcomes

- 9.1 The bully/bullies will be asked to genuinely apologise
- 9.2 Parents will be informed. Exclusion may be considered. Incidents of bullying will be recorded in the child's yellow folder and Behaviour Log
- 9.3 Wherever possible the parties will be reconciled
- 9.4 After an incident has been investigated and dealt with the situation will be monitored to ensure that repeated bullying does not take place
- 9.5 Pupils who have been bullied will be supported by:
- Offering an immediate opportunity to discuss the experience with a member of staff
 - Reassuring the pupil
 - Offering continuous support
 - Restoring self-esteem and confidence
- 9.6 Pupils who have bullied will be helped by
- Discussing what happened
 - Discovering why the pupil became involved
 - Establishing the wrong doing and need to change
 - Informing parents or guardians to help change the attitude of pupils

10 Prevention

- 10.1 Maidwell Primary School is a caring school with a positive ethos. Pupils are encouraged to look after themselves and each other. To prevent incidents of bullying we:
- Ask that all children and their parents to sign and agree our Home School Agreement before they become part of our school
 - Regularly discuss and explain the Home School Agreement in assembly, RE and RHE/Thinking Classrooms lessons
 - Positively teach a circle time, RE and RHE/Thinking Classrooms programme to all classes including promotion of self-worth, friendship and feelings, dealing with bullying and reporting bullies and issues of inclusiveness
 - Devise sets of classroom rules to promote positive social behaviour
 - Follow the Golden Rules
 - Supervise pupils at all time. A member of staff is on duty each morning and afternoon break and children are supervised by a lunchtime supervisor. Pupils should never be left unsupervised in classrooms or shared areas

- Have named person(s) responsible for Child Protection and regularly train staff in anti-bullying issues
- Set a good example

11 Training

- 11.1 Training for all staff will be provided through in-service courses both on and off site and through the use of outside agencies.

12 Responsibilities

- 12.1 *Governors* are responsible for monitoring incidents of bullying that occur and reviewing the effectiveness of this policy, ensuring that staff are accountable to them for reporting and dealing with bullying issues. *Governors* will respond within ten days to any request for an investigation into an incident of bullying, from parents, pupils or staff. In all cases, the governing body will notify the Headteacher and ask her to conduct an investigation into the case and report back to a representative of the governing body.

- 12.2 The *Head teacher* is responsible for the implementation of this policy and for ensuring that procedures outlined are followed. She will ensure that all children know that bullying is wrong, and that it is unacceptable at Maidwell Primary School. She will ensure that all staff receive sufficient training to be equipped to deal with incidents of bullying. She will set the school climate of mutual support and praise for success, so making bullying less likely.

- 12.3 *Staff* are responsible for the well being of pupils in their care and for following up incidents of bullying as outlined in this policy. Staff will attempt to support all children in their care, establishing 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.

- 12.4 *Children and parents* are responsible for reporting incidents of bullying to staff immediately. Pupil bystanders have a responsibility to tell. Maidwell Primary School is a telling school. Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child/children to be positive members of Maidwell Primary School. We ask that parents help their children to understand the difference between a petty argument and bullying.

13 Working with Parents

- 13.1 At Maidwell Primary School parents are encouraged into school and every effort is made to make them feel welcome. Parents are encouraged to discuss any concerns. We inform parents of our values through:

- Home School Agreement
- Newsletters
- Half Termly Sharing Assemblies
- School Website

14 Monitoring, Evaluation and Review

- 14.1 This policy is monitored on a day-to-day basis by the Head teacher, who reports to governors about the effectiveness of the policy upon request.
- 14.2 This policy is the governors' responsibility and they review its effectiveness bi-annually. They do this by examining the school's Behaviour Log, and by discussion with the Head teacher. Governors analyse information with regard to gender, age and ethnic background of all children involved in bullying incidents.
- 14.3 Pupils will be consulted on whether the policy is working via pupil questionnaire and Governor visits
- 14.4 Parents will be asked to evaluate the bullying policies effectiveness through annual questionnaire
- 14.5 Analysis of information regarding bullying will be used by teaching staff in their planning of RE, RHE and Thinking Classrooms programme.

15 Dissemination

- 15.1 This policy will be circulated to the following:
- Staff (teachers, support staff, lunchtime supervisors, premises staff)
 - Governors
- 15.2 Parents can request a copy of the policy

16 Reporting

- 16.1 Incidents of bullying should be recorded by the Headteacher or senior member of staff in SIMS
- 16.2 The Headteacher will monitor incidents of bullying and report to the Governing Body as appropriate
- 16.3 The outline prejudicial and bullying incident reporting system is returned to West Northamptonshire Council if appropriate