

**Think Big - Aim High**

## **Anti Bullying Policy**

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**Mount Pleasant Primary School**

**Date Reviewed:**      **March 2017**

**Headteacher:** *Mrs Naeem Nazir*

## 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 is unacceptable at our school, and we do all we can to prevent it.

## 2. Definitions

### 2.1 What is Bullying?

Bullying is the use of aggression with the intention of hurting another person.

Bullying is deliberate hurtful behaviour.

Bullying results in pain and distress to the victim.

Bullying can be:

**Emotional:** being unfriendly, excluding, tormenting (eg 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 focusing on, the issue of sexuality

**Verbal:** name-calling, sarcasm, spreading rumours, teasing

**Cyber:** All areas of internet, such as e-mail and internet chat room misuse, mobile threats by text messaging and calls and misuse of associated technology, ie camera and video

### 2.2 What isn't Bullying?

Bullying isn't.... falling out with people, short term arguments, a disagreement or a quarrel between children, friends breaking up or occasional teasing.

## 3. Aims and Objectives

3.1 Bullying is wrong and can damage an individual's personal development. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable.

3.2 If bullying does occur, all pupils should be able to tell and know that incidents will be investigated and dealt with promptly and effectively. We are a TELLING school. This means that if anyone knows bullying is happening they are expected to tell a member of staff.

3.3 We aim, as a school, to produce a safe and secure environment where all can learn and work without anxiety.

3.4 This policy aims to produce a consistent school response to any bullying incidents that may occur.

3.5 We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our school.

## 4. The Role of our Pupils

4.1 Our procedures for pupils:

- Pupils should report inappropriate behaviours to staff, who will record details of incidents.
- In serious cases parents will be informed and requested to attend a meeting to discuss the problem.
- Bullying behaviours or threats of bullying must be investigated and the bullying stopped quickly.

- Guidance and support will be given to help the person who is bullying to change their behaviour.

4.2 The person who is bullying may be asked to genuinely apologise.

Other consequences may take place.

- In serious cases, suspension or even exclusion will be considered.
- If possible, the pupils will be encouraged to re-establish a relationship.
- After the incident/incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

## **5. The Role of the Teachers**

5.1 Teachers in our school take all forms of bullying seriously, and intervene to prevent incidents taking place. Incidents are recorded on a Behaviour Incident form, which are acknowledged by Teaching staff, and passed onto the lead person with responsibility for Behaviour and Relationships.

5.2 If teachers become aware of any bullying taking place, they deal with issues immediately, informing the Assistant Head for the Key Stage. This may then involve counselling and support for the person who has been bullied and consequences for the child who has carried out the bullying. We support children in exploring why the action was wrong, and we endeavour to help the child change their behaviour in future. We then invite parents into school to discuss the situation. In more extreme cases, for example where these initial discussions have proven ineffective, the Headteacher may contact external support agencies for advice.

5.3 Teachers attend training, which enables them to become equipped to deal with incidents of bullying and behaviour management.

5.4 Teachers aim to support all children and establish a climate of trust and respect for all, by praising, rewarding and celebrating their success.

## **6. The Role of the Headteacher**

6.1 It is the responsibility of the Headteacher to implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying. The Headteacher reports to the governing body, on request, about the effectiveness of the anti-bullying policy.

6.2 The Headteacher ensures that everyone connected with the school knows that bullying is wrong, and that it is unacceptable behaviour in the school. The Headteacher draws the attention of children to this fact at suitable moments. For example, if an incident occurs, the Headteacher may decide to use assembly as a forum in which to discuss with other children why this behaviour was unacceptable.

6.3 The Headteacher ensures that all staff receive sufficient training to be equipped to deal with any incidents of bullying.

6.4 The Headteacher sets the school climate of mutual support and praise for success, so making bullying less likely. When everyone feels they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

## **7. The Role of Governors**

7.1 The governing body supports the Headteacher in a zero tolerance stance towards bullying. Any incidents of bullying that do occur, are taken very seriously and dealt with appropriately.

7.2 The governing body monitors the incidents of bullying and reviews the effectiveness of the school policy regularly. The governors require the Headteacher to keep accurate records of all incidents of bullying and to report to the governors on request about the effectiveness of school anti-bullying strategies.

## **8. The Role of Parents**

8.1 If parents are concerned that their child may be being bullied, or suspect their child may be the perpetrator of bullying, they should contact their child's class teacher immediately.

8.2 Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school.

## **9. Support of Staff Working in the School**

9.1 The school encourages an open and supportive relationship between all staff where bullying is not acceptable.

9.2 If a member of staff feels they are the subject of bullying they should discuss the situation with a Senior Leader at the earliest opportunity. The Chair of Governors will be informed of the incident.

## **10. Monitoring and Review**

10.1 This policy is monitored on a regular basis by the Headteacher, who reports to governors about the effectiveness of the policy on request.

10.2 This anti-bullying policy is the governors' responsibility and they review its effectiveness regularly. They do this by discussion with the Headteacher, reviewing recorded incidents and taking notice of the responses in the annual survey of parents' view of the school.