

Mount Pleasant Primary School

Anti Bullying Policy

Date policy was agreed	March 2019
Date for review	Annually
Chair of Governors	<i>Andy Williams</i>
Head Teacher	<i>Naeem Nazir</i>

At Mount Pleasant Primary School 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.

Policy aims and objectives

- 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.
- 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.
- We aim, as a school, to produce a safe and secure environment where all can learn and work without anxiety.
- This policy aims to produce a consistent school response to any bullying incidents that may occur.
- 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.
- Crimes committed against someone because of their disability, transgender-identity, race, religion or belief, or sexual orientation are hate crimes and may be reported to the police.

Definition of bullying

Mount Pleasant Primary School uses the definition of bullying as:

- Ongoing over time - it happens more than once
- Deliberate, intentional and hurtful behaviour
- Unfair - there is an unequal power balance (imbalance of power). The person/people doing the bullying is/are stronger, or there are more of them or they have 'influence', higher status or power

Evidence of bullying behaviour might include:

- **Physical aggression** - hitting, kicking, tripping up, spitting, taking or damaging property, use of threat or force in any way, intimidation or demands for money or goods.
- **Verbal** - name calling, insulting, teasing, "jokes", mocking, taunting, gossiping, spreading rumours, secrets and threats. Reference to upsetting events e.g. bereavement, divorce, being in care.
- **Emotional**: being unfriendly, excluding, staring, tormenting (eg hiding books, threatening gestures)
- **Sexual** - unwanted physical contact or sexually abusive comments
- **Racist** - name calling, derogatory assumptions or generalisations about race, culture or religion, e.g. racial taunts, references to terrorism, dress, graffiti, Islamophobia.
- **Homophobic**: negative attitudes, beliefs or views about lesbian, gay or bisexual people
- **Trans-gender**: based on prejudice or negative attitudes, views or beliefs about trans people

- **Disability related** - name calling, exclusion, talking over or for a person, mimicking, physical overpowering e.g. moving wheelchair users, laughing at a difficulty.
- **Cyber-bullying**- all areas of the internet, such as e-mail and internet chat room misuse, mobile threats by text messaging and calls and misuse of associated technology, i.e. camera and video

Preventing Bullying

We believe that everyone can play a role in preventing bullying. Through an ongoing programme of PSHCE, SEAL unit: Say No to Bullying, Anti-Bullying Week, pupils gain an understanding of bullying situations which can arise and how to deal with them. Children understand that they can be guilty by association, i.e. by becoming a bystander who allow bullying to continue by failing to do anything when they have knowledge of it or make it worse by siding with the person carrying out the bullying. Befrienders and School Councillors are also a means of support.

The Role of our Pupils

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.

- 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.

The Role of Staff

The school follows a comprehensive PSHCE curriculum which allows good discussion to take place, as shared above, in order to prevent any form of bullying. When any form of bullying does take place, staff 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.

- 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.

- Teachers attend training, which enables them to become equipped to deal with incidents of bullying and behaviour management.
- Teachers aim to support all children and establish a climate of trust and respect for all, by praising, rewarding and celebrating their success.

The Role of the Headteacher

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

The Role of Governors

- The governing body supports the Headteacher in a zero tolerance stance towards bullying. Any incidents of bullying that does occur is taken very seriously and dealt with appropriately.
- 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.

The Role of Staff

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.

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.

Support of Staff Working in the School

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

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.

Monitoring and Review

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

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.

Monitoring, Evaluation and Review

This Review: March 2019

Next Review: March 2020

In line with advice from Kirklees Safeguarding Board this policy will be reviewed annually.

Any action which the school takes against bullying, harassment or discrimination can only be determined according to the circumstances of each individual.

