

North Mundham School

Anti-Bullying Policy

Rationale

Everyone has the right to learn in a safe, secure and happy environment.

Our school aims state: Our school is welcoming, caring and happy – an exciting and creative place to learn together.

We are committed to working together to build a school which:

- Respects the right of the child and works together to provide a safe, happy, stimulating environment where children can enjoy learning and playing and achieve their personal best.
- models and promotes an environment where everybody is valued and cares for each other.
- is a healthy place to grow, learn and play.

It is the responsibility of all school staff to take the matter of bullying seriously and to play their part in identifying, preventing and dealing with incidents.

What is bullying?

Bullying can be defined as **a repeated action that makes or contributes towards making someone feel miserable, insecure or threatened. It is the wilful conscious desire to hurt someone physically, verbally or psychologically.**

Bullying can be physical, verbal or emotional by a single person or a gang. Incidents of bullying can include:

- Name calling
- Malicious gossip
- Damaging or stealing property
- Coercion into acts they do not wish to do
- Violence and assault
- Pinching / kicking
- Jostling
- Teasing
- Intimidation
- Extortion
- Ostracising
- Damaging school work and equipment
- Sending malicious text messages or emails
- Using social networking sites to carry out any of the above actions.

Reasons for being a bully may be:

- Victim of violence
- Enjoyment of power / creating fear
- Copying behaviour at home, on TV or online

Bullying occurs in children and adults from all backgrounds, cultures, races, gender groups, from Nursery to Sixth Form or adult.

Recognise the Difference Between:

Bullying / Bossiness and Bullying / Boisterous Behaviour

Bullying

Focussed on younger/smaller/more timid children increasingly relying on threat and force.

Play spoiling other children's activities, showing violence and hostility.

Rough, intimidating behaviour.

Can include the involvement of more than one child.

Wilful conscious desire to hurt, threaten, ostracise and frighten.

Bossiness

Bossing whoever is around at the time.

Wanting their own way in games.

Usually grows out of it as they mature and learn social skills.

Boisterous Behaviour

More natural, uncontrolled – not vindictive – not unfriendly – not selective.

Early Signs of Distress

- Withdrawn
- Not wanting to come to school
- Deterioration of work
- Spurious illness
- Isolation
- Desire to remain with adults
- Erratic attendance
- General unhappiness / anxiety / fear
- Late arrivals
- Bed wetting.

The School's Response

1. Bullying generally takes place when adults are unlikely to witness the incident. This makes staff dependent on pupils, parents/ carers informing us of any incidents of bullying.
2. Staff on duty at break and lunch times should ensure that all accessible areas of the school are monitored effectively.
3. All staff should inform the Headteacher of any incidents of bullying that they become aware of. The Headteacher will discuss with the class teacher appropriate response. This discussion and proceeding action will be recorded on a 'Record of Discussions' form and filed in the Behaviour Log.
4. Incidents of bullying will also be recorded in the Pupil Narrative
5. Members of staff should watch for the early signs of distress in pupils (See above).
6. If approached by a victim of bullying, members of staff must listen carefully and indicate that the matter is being taken seriously. Take a note of what is said.
7. Both the victim and the perpetrator should realise that:
 - i. The school takes bullying seriously
 - ii. A record of the incident will be kept by the Headteacher
 - iii. Any sanctions imposed will be directed at the 'behaviour' and not the pupil. The punishment and why it is being given will be clearly explained.
8. The class teacher/Headteacher will discuss the bullying with the victim and the perpetrator separately. If appropriate, and the victim is in agreement, the class teacher/ Headteacher will then discuss the bullying with the victim and perpetrator together. The perpetrator will apologise and explain how their behaviour will be in future.
9. If the situation demands, parents will be made aware of what has happened and be told of the action being taken by the school. In the more serious cases, it will be necessary to discuss the incident and the matters raised with parents / carers in school. A record will be kept of that meeting.
10. The level of sanction imposed will be discussed by the Headteacher and Class teacher. Sanctions will be as follows, in line with our discipline policy:
 - i. Verbal rebuke
 - ii. Removal from break, lunch time playtimes, other privilege
 - iii. Temporary exclusion, internal and /or external
 - iv. Permanent exclusion

11. Follow up. The Headteacher will discuss with the children involved what is expected of their behaviour in future. This will be followed up by discussion after a few days and again after a few weeks.

Members of staff should deal with the perpetrator firmly but not in a repressive or overbearing manner.

Children's Awareness of Bullying

The topic of 'bullying' is covered annually in assembly themes and annually in the PSHE/Citizenship (Lifeskills) Curriculum. The school takes part in anti-bullying week each November.

The children are encouraged to 'tell' an adult (first choice) or a friend (if they are unable to tell an adult). If children are aware that someone is being bullied, either by observing it or a child telling them that they are being bullied, they are taught that it is essential to tell the teacher or parent/carer.

The children are taught to recognise bullying. They are assured of how seriously the school will deal with incidents of bullying.

Cyber bullying

Cyber bullying is discussed with pupils in Year 4, 5 and 6. It is also covered as part of our internet safety work.

Resources

All classes have the SEAL material 'Say no to bullying'

'Bullying, don't suffer in silence' material in head's office.

Future action

Y6 children to work with locality schools on e-safety theme Spr 20

Cyber bullying to be included in Chichester Locality Esafety workshop for parents / carers Spr 20

Include anti-bullying information in Pupil Induction booklet (Autumn 19)

Assemblies on the theme of preventing and dealing with bullying is an annual theme.

Policy

Lead teacher – Headteacher

Last review March 19

Next review March 2021