



Mercenfeld Primary School

Anti-Bullying Policy

Reviewed November 2023

Next Review November 2024

Statement of Intent:

At Mercenfeld Primary School we are committed to providing a caring, friendly and safe environment for all our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does happen, all pupils should be able to tell someone and know that incidents will be dealt with quickly and effectively. We are a TELLING school. This means that anyone who knows that bullying is happening is expected to tell someone that they trust.

Bullying hurts. No one deserves to be a victim of bullying. We believe that all children have the right to come to school without fear of being bullied. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving. We have a responsibility to respond quickly and effectively to issues of bullying.

Objectives of this Policy:

- All governors, teaching and non-teaching staff should know what the school policy is on bullying and follow it when bullying is reported.
- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All pupils and parents should know what the school policy is on bullying and what they should do if bullying arises.

What is Bullying?

The repetitive, intentional hurting of one person or group by another person or group where the relationship involves an imbalance of power – Anti-bullying Alliance.

Our school council's definition of a bully is:

A bully is someone who can upset you, hurt you or make you cry, several times on purpose.

To help our children understand what bullying is and what they should do if they, or anyone they know, experiences bullying we use the mnemonic **STOP**

| | |
|----------------|----------------|
| Several | Start |
| Times | Telling |
| On | Other |
| Purpose | People |

Many different kinds of behaviour can be considered as bullying, including: teasing another pupil because of their appearance, religion, ethnicity, gender, sexual orientation, home life, culture, disability or special educational needs.

Bullying can be:

- Verbal – name calling, imitating, teasing insulting, spreading rumours, swearing, making threats
- Physical – any unwanted or inappropriate touching, physical intimidation, hitting, pushing and shoving, kicking, pinching, poking, damaging or taking of belongings, threats of violence.
- Emotional/indirect – spreading of rumours, deliberate exclusion from groups, tormenting, ridiculing, isolating, refusing to work with another pupil, revealing personal information, threatening, inciting others to treat an individual in a manner that could be considered bullying.

- Cyber – online threats and intimidation, harassment/cyber-stalking, defamation, exclusion or peer rejection, impersonation and unauthorised publication of private information or images. It can include messages intended as jokes, but which have a harmful or upsetting effect.

Signs:

A child may show that he or she is being bullied. These signs and behaviours could indicate other problems, but bullying should be considered as a possibility and should be investigated. Adults should be aware of these possible signs and that they should investigate if a child:

- Is frightened of walking to or from school
- Begs to be driven to school
- Doesn't want to go to school
- Becomes very quiet, worried or lacking in confidence
- Starts stammering
- Attempts or threatens self-harm/suicide or runs away
- Cries to sleep at night or has nightmares
- Feels ill in the morning
- Begins to do less well in school
- Comes home with clothes torn
- Has possessions missing
- Has unexplained cuts or bruises
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or younger siblings
- Stops eating
- Is frightened to say what's wrong

Staff Bullying Children

All staff should be aware of the possibility of members of staff bullying a child(ren). Should anyone suspect that this is taking place this should be reported to the headteacher, who will investigate the situation immediately, in order to protect both parties. If the headteacher is suspected of bullying, the matter should be reported to Mr D Pomeroy, BEP Director of Schools. If false allegations are found to be made against staff the headteacher should refer to the Behaviour Policy.

Staff Bullying Staff

Grievances about inappropriate behaviour are best resolved promptly and as near to the point of origin as possible. This policy actively encourages employees to raise issues and try to resolve them with their headteacher in the belief that the sooner these workplace concerns can be resolved, the quicker all parties will be able to resume normal working. Employees will be given the opportunity to explain their concerns and be listened to. Where the Headteacher is concerned about an employee's behaviour in relation to other employees or third parties, they should use the Disciplinary or Capability Policy, as appropriate to address the issue. Employees will not be victimised for raising a behaviour related grievance or for supporting a colleague to raise a concern. All parties involved in a grievance have a responsibility to attend meetings, provide honest and factual information, act with integrity and respect. If the headteacher is suspected of bullying, the matter should be reported to Mr D. Pomeroy, BEP Director of Schools.

Steps for Children to Follow

If you feel that you are being bullied, picked on, or someone you know is being bullied, tell someone you trust. This could be an adult that works in school, a family member or a friend. If a friend tells you they're being bullied let an adult know straight away; they'll be able to help your friend.

What School will do if you are being Bullied

We are here to help and we will do every thing we can to make you feel safe. We will also help people who carry out bullying behaviour to understand that what they are doing is wrong and hurtful. To achieve this, we will:

- Record all incidents on CPOMs so that a record of events overtime is held and behaviour can be monitored
- Talk to people carrying out bullying behaviour immediately and ensure apologies are given
- Put in place consequences in line with our behaviour policy. Consequences include:
 - Children spending time at break/lunchtime with a member of staff reflecting on their behaviour and the impact it has on others
 - Future playtimes may be missed
 - Parents will be advised and asked to come into school to discuss concerns
 - Children who demonstrate bullying behaviour will be supported in understanding the consequences of their actions and how to make the right choices/change their behaviour
 - Additional sanctions as considered suitable may also be given depending upon the age range of the child
 - Children may be sent to straight to the Headteacher for severe inappropriate behaviours, in line with our behaviour policy

Steps for Parents to Follow

If a parent/carer has concerns about their child(ren) being bullied they should contact the class teacher in the first instance to discuss their concerns. The class teacher will keep parents/carers informed of how the issue is being dealt with and give updates on the well-being of the child. All concerns will be logged on the school's CPOMs recording system.

What School will do to Prevent Bullying

- Keep the profile of anti-bullying high through reading of stories and performing drama/role-play activities during PSHCE, Whole Class Reading Sessions, Anti-bullying Week and Assemblies. Ensuring the curriculum includes having discussions about anti-bullying and why it matters.
- Ensuring time is given to listen to children who have concerns and those who need support.

Record Keeping

All incidents will be recorded on CPOMS in the first instance and relevant staff alerted to ensure that actions in line with the behaviour policy are put in place and a clear picture of behaviour over time is logged.