

ANTI-BULLYING POLICY

Mottram St Andrew Primary Academy (MSAPA) is committed to providing a friendly, caring and safe environment for all our children so that they can learn and play in a relaxed and secure environment.

Aims:

To ensure everyone (staff, governors, parents & pupils) realises bullying of any kind is unacceptable and will not be tolerated in our school.

To ensure everyone takes responsibility for actively preventing bullying and working together towards building and maintaining an anti-bullying ethos in school.

To ensure everyone feels able to report bullying behavior, confident they will be listened to and action taken to remedy the situation.
(STOP - Start Telling Other People)

To raise awareness of our stance towards bullying

To provide strategies for preventing and dealing with bullying promptly and consistently

To provide understanding and support for any pupil who may be the victim of bullying

Definition of Bullying:

Bullying is behaviour by an individual or group usually repeated over time that intentionally hurts another individual or group physically or emotionally.

- It is deliberately hurtful, upsetting, frightening or threatening
- It is premeditated and usually forms a repeated pattern

STOP - Several Times On Purpose

Unacceptable behaviour that happens several times on purpose

- It involves dominance of one pupil or group over another

Reasons for Bullying:

Anyone can be the target of bullying at anytime and anywhere. Often bullying takes place because of difference or perceived difference. Specific types of bullying include:

- Race, Religion or Culture
- SEN or Disability

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- Sexual Orientation, Sexism or Sexual Bullying
- Age
- Home circumstances including Young Carers & Deprivation
- Appearance or Health Conditions

Main Types of Bullying:

- Physical - kicking, hitting, taking or hiding things, pushing, pinching, sexual assault, damaging personal items
- Emotional/Indirect - Excluded from groups or friendships, intimidation, tormenting, ridicule, threatening behaviour, graffiti
- Verbal - name calling, shouting abuse, spreading rumours, sarcasm, persistent teasing
- Online/Cyber - Sending nasty (offensive or hate) messages via text, emails, phone calls or on social media.

Bullying is not:

It is important to understand that bullying is not:

- a simple disagreement or fall out with friends
- the odd argument or occasional name calling
- an occasional trick or joke played on someone

It **is** bullying if it is done **Several Times On Purpose - STOP**

Signs of bullying:

Everyone should be aware of signs of bullying; what to look out for in a child:

- Unwillingness to come to school
- Anxious, moody, quiet, withdrawn (lacking in confidence)
- Deterioration and lack of interest in school work
- Unhappy but refuses to say why
- Difficulty sleeping and/or suffers from nightmares
- Comes home hungry
- Unexplained cuts and bruises
- Damages or torn clothing
- Damaged or missing personal possessions

Prevention:

We have created an ethos of good behaviour supported by our Behaviour Policy where pupils treat one another and adults with respect.

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Good relationships are built between staff and children. Teaching staff are aware of friendships, relationships and the emotional stability of the children and are skilled at managing fall outs.

Everyone at school and especially teaching staff are alert to signs of bullying and potential issues developing between children and use strategies to prevent them developing in line with this and our behaviour policy

Class discussions over issues of differences encouraging children to work together, to be tolerant of each other's ideas, to trust and to listen.

ICT lessons teach children about Internet safety.

A safe environment is created in the playground by careful supervision and buddying.

Responding to Bullying:

STOP - Start Telling Other People

STOP - Pupils are encouraged to tell someone if they are being bullied or observe bullying (class teachers, midday supervisors, teaching assistants, office staff, support staff, etc.)

STOP - Parents should inform the school if they believe their child is being bullied.

STOP - Staff (class teachers, midday supervisors, teaching assistants, office staff, support staff, etc.) have a role to play in raising awareness, being alert to and reporting bullying. The overall responsibility lies with the Head Teacher and Governing Body

Procedure for dealing with bullying

- The victim and bully are interviewed separately
- The victim is listened to and the pupil reassured that s/he has done the right thing by reporting the situation. (Victims of bullying often feel powerless and vulnerable. They may end up believing that they deserve to be bullied). Re-establish the victim's self-esteem and self-confidence
- The bully is spoken to and the reasons why s/he has bullied identified. The bully is helped to identify his/her unsociable behaviour and given support and counselling from designated staff if necessary
- If appropriate, the victim and bully sit down together to discuss their feelings and the reasons why the situation has developed. An amicable decision or compromise is sought

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- On other occasions, the bully is told firmly to stop his/her antisocial behaviour immediately and to stay away from the victim
- In all instances, the parents of both parties are contacted and informed of the situation and the action taken. If appropriate, they are invited into the school to discuss the matter
- Follow up meetings with the victim are arranged to find out whether the solution has been effective or not, and the situation is monitored
- Once the behaviour is identified as bullying, the incident is recorded. An incident form (attached to policy) will record who was involved, where and when the incident occurred, what happened, what action was taken, whether the parents were informed and how the incident was followed up.
- Bullying incidents will initially be dealt with using a range of sanctions outlined in our Behaviour Policy.

Serious or prolonged bullying:

When tougher measures are needed each case will be considered on an individual basis and could result in one or more of the following sanctions:

- Removal from class, lesson or group
- Withdrawal from break or lunchtime play or activities
- Regular reporting to Headteacher
- Withholding participation in school trips or sports events that are not an essential part of the curriculum
- In extreme cases we will also consider fixed term and/or permanent exclusion from school

The above guidance should be read in conjunction with the Safeguarding Policy, Behaviour Policy, Equal Opportunities Policy, Racial Equality and the e-safety Policy.

Advice from the following agencies may be sought:

Local Safeguarding Children Board

01625 374753

01625 374965

LSCB@cheshireeast.gov.uk

Anti-Bullying Alliance

www.anti-bullyingalliance.org

This website provides information, support and advice from an alliance of the leading anti-bullying organisations and voluntary groups in England.

Bullying

www.bullying.co.uk

Ph: 0808 8002222

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Bullying UK part of Family Lives has launched a new Live Online Support service for every member of the family to get advice direct from their Expert team.

BBC

www.bbc.co.uk

Child friendly web site with useful information and of other useful web sites

Kidscape

www.kidscape.org.uk

Ph: 0845 205 204

Preventing bullying and protecting children

www.direct.gov.uk

Useful information on bullying and advice

Child line

Free 24 hour telephone lines for children and young people.

0800 1111

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Bullying Incident Reporting Form

Pupil's Name and Year Group:
Victim's Name and Year Group:
Details of incident(s) and where it occurred:
Please attach any relevant documentation.
Follow- up action including whether parents have been informed:
Signature:
Date: