



MARTIN PRIMARY SCHOOL

Anti-Bullying Policy

Reviewed and ratified by the Wellbeing Committee: October 2019

Date of next review: October 2020

MARTIN PRIMARY SCHOOL ANTI-BULLYING POLICY

1. Legislation and relevant documentation

This policy relates to the following legislation:

- Children Act 1989
- School Standards and Framework Act 1998
- Education Act 2002
- Education and Inspections Act 2006
- Equality Act 2010
- Education Act 2011

The following documentation is also related to this policy:

- Action on Bullying (Estyn 2014)
- Cyberbullying: Supporting School Staff (DCSF)
- No Place for Bullying (Ofsted 2012)
- Preventing and Tackling Bullying - Advice for School Leaders, Staff and Governing Bodies (DfE)

We acknowledge the School Standards and Framework Act 1998 that clearly states that all maintained schools must have in place an Anti-Bullying Policy that outlines procedures in order to prevent bullying among pupils. We believe all our safeguarding procedures are in line with Sections 3(5) and 87(1) of the Children Act 1989 and Section 157 of the Education Act 2002 and that we promote the welfare of all children in our care.

2. UN Rights of the Child?

- Article 3:
The best interests of the child must be a top priority in all things that affect children.
- Article 6:
Every child has the right to life. Governments must do all they can to make sure that children survive and develop to their full potential.
- Article 19:
Governments must do all they can to ensure that children are protected from all forms of violence, abuse, neglect and bad treatment by their parents or anyone else who looks after them.
- Article 29:
Education must develop every child's personality, talents and abilities to the full. It must encourage the child's respect for human rights, as well as respect for their parents, their own and other cultures, and the environment.
- Article 36:
Governments must protect children from all other forms of bad treatment.
- Article 37:
No child shall be tortured or suffer other cruel treatment or punishment. A child should be arrested or put in prison only as a last resort and then for the shortest time possible. Children must not be in a prison with adults. Children who are locked up must be able to keep in contact with their family.

- Article 40:
A child accused or guilty of breaking the law must be treated with dignity and respect. They have the right to help from a lawyer and a fair trial that takes account of their age or situation. The child's privacy must be respected at all times.

3. Principles

At Martin Primary School we are committed to providing a caring, friendly and safe (both emotionally and physically) learning environment for all of our school community. Bullying of any kind is unacceptable at our school. Everybody has the right to be treated with respect. If bullying does occur, incidents will be dealt with promptly and effectively and the perpetrators dealt with appropriately. The school is committed to providing a learning environment that listens to its children and the community as a whole. We encourage all children (and other members of the community) to feel able to report any cases of bullying to a member of staff.

We continue to ensure that any form of abuse or bullying and harmful behaviour is dealt with immediately and consistently to reduce the extent of harm to the child, with full consideration to impact on that individual child's emotional and mental health and general well-being.

We believe it is our moral and legal duty to protect transgender pupils and school personnel from all forms of transphobic bullying and to educate all pupils about the important role that transgender people play in society. All forms of homophobic and transphobic bullying must be challenged, dealt with and recorded.

We believe by creating a safe, secure and caring school environment we will encourage all pupils to report any incident of bullying to a member of the school staff. For example, there are Cool Zone Talk Time boxes placed around the school for children to report any worries. These are regularly checked by the school's Learning Mentors.

At Martin Primary:

- bullying will not be tolerated and we take bullying seriously
- pupils and parents/carers will be supported when bullying is reported
- governors, teaching and non-teaching staff, pupils and parents/carers have an understanding of what bullying is and are informed about this policy
- all teaching and non-teaching staff and governors know what procedures to follow should an incident of bullying be reported/observed.
- all staff pupils and stakeholders are aware of our Rights Respecting ethos.

4. Definition of bullying

There are many definitions of bullying, but most consider it to be:

- deliberately hurtful (including aggression)
- repeated over a period of time
- behaviour that causes victims to feel defenceless.

Bullying includes the following behaviours and actions that can be verbal, written, physical and/or anti-social:

- emotional: being unfriendly, excluding, tormenting (e.g. threatening gestures)
- physical: pushing, kicking, hitting, punching or any use of violence
- racist: racial taunts, graffiti, gestures, aggressive behaviour
- sexual: unwanted physical contact or sexually abusive comments
- homophobic/transphobic: because of, or focussing on, the issue of sexuality

- name-calling, sarcasm, spreading rumours, teasing
- cyberbullying
- email & internet chat room misuse
- misuse of social media websites
 - mobile threats by text messaging & calls
 - misuse of associated technology , i.e. camera & video facilities
- peer-on- peer abuse.

5. Signs and symptoms of bullying

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and understand that they should investigate if a child:

- is unwilling to go to school
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts to run away
- cries him/herself to sleep at night or has nightmares
- feels ill in the morning / wets the bed
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or " go missing"
- has unexplained cuts or bruises
- comes home hungry (lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is frightened of walking to or from school
- changes his/her usual routine.

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated by staff, together with parents/carers.

6. What the school does to prevent bullying

In combination with the Behaviour Policy, we will prevent bullying by:

- implementing and upholding our Rights Respecting ethos
- promoting equality and inclusion actively through the curriculum
- making use of trained staff (e.g. Learning Mentors) to support children in conflict resolution
- implementing a Personal Social and Health Education curriculum which addresses these issues
- having discussions about bullying, during meetings and assemblies
- using circle times to discuss why it is important to talk about bullying
- monitoring children's behaviour carefully (see behaviour policy)
- ensuring staff understand the signs to look for and the appropriate procedures to follow
- organising an annual anti-bullying week
- building pupils' resilience to bullying
- developing philosophy sessions to provide children with opportunities to discuss equality and diversity.

7. Procedures

7.1 What happens if a child is being bullied?

Any situation will be dealt with swiftly:

1. The bullying behaviour or threats of bullying must be investigated
2. The incidents will be recorded by staff
3. Parents/Carers of all children involved will be informed
4. They may be asked to come in to a meeting to discuss the problem
5. The child is encouraged to talk regularly to an adult that they trust.

7.2 What happens to the child who experience bullying?

1. We will assure them that the issue will be taken seriously and it is not their fault.
2. We will intervene in a way to avoid escalating the problem.
3. We will offer them a range of support in school e.g. from the Learning Mentors, providing additional support at playtimes.
4. We will monitor and review the situation.

7.3 What happens to the perpetrator (the bully)?

1. The bully (bullies) will be asked to acknowledge their behaviour, take responsibility for it and then apologise.
2. The bully (bullies) will not be allowed to take part in certain activities or via withdrawal of privileges and may have to have 'time out' of class as appropriate.
3. If possible, the pupils will be reconciled.
4. After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
5. In cases where bullying continues and behaviour is not changed, exclusion will be considered and implemented, following the LA guidance.
6. An attempt will be made to help the bully (bullies) change their behaviour and understand the consequences of their actions through:
 - circle times
 - assemblies
 - learning mentor support
 - discussions with staff
 - positive reinforcement and praise for appropriate behaviour
 - if necessary, the use of outside agencies

8.Role of Governors

This policy is monitored regularly by the Head teacher, Deputy Head, Assistant Head and the Achievement Leader. The head teacher reports on a termly basis to the Full Governing Body about incidents of poor behaviour, which includes allegations of bullying. Governors analyse information with regard to gender, age and ethnic background of all children involved. This policy is reviewed and updated annually: this duty has been delegated to the Governors' Well Being Committee.

This policy should be read in conjunction with the Safeguarding and Child Protection Policy and Behaviour Policy.

Suggested websites:

www.anti-bullyingalliance.org.uk

www.cybermentors.org.uk

www.kidscape.org.uk

www.saferinternet.org.uk

www.childline.org.uk