

Marsh Green Primary School

Anti-Bullying Policy

2022-2024



Approved by:	School Governing Body	Date: March 2023
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Next review due by:	September 2024
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Aims of the Policy

The aims and objectives of Marsh Green Primary School in formulating this policy are as follows:

- ☐ To reduce and eradicate wherever possible instances in which pupils and adults are subjected to bullying or racism in any form.
- ☐ To establish appropriate means of providing support, should such an incident occur.
- ☐ To consolidate and support the ethos of the school and other policies and procedures (in particular Child Protection & Safeguarding, Inclusion, Confidentiality, Behaviour and Attendance Policies).
- ☐ To show that we value the cultural diversity of our community and aim to prevent any form of persecution by meeting the needs of our diverse society.

The ultimate aim should be to provide a learning environment free from any threat or fear, thus being conducive to the attainment of individual aspirations.

The Mission Statement

Marsh Green Primary School recognises that, together with parents/guardians, who are the first educators, we aim to create an environment where children can develop physically, intellectually, emotionally, socially and morally. Together we hope to lead our children towards understanding, tolerance, justice and sensitivity to the needs of others.

In Order to Achieve This We Will:

- ☐ Continue to develop the school as a caring, sharing community, extending links into the local and wider community and to include awareness and nurture a sense of justice and tolerance of others in terms of equal opportunities for all.
- ☐ Through a well balanced and well planned curriculum provide the children with a sound basis on which they can build, in order to develop opportunities responsibilities, and experiences for an adult life.
- ☐ Promote the best opportunities for children's learning and progress by ensuring that planning and assessment of work is well structured and reviewed.

Definition of Bullying

Bullying may be defined as repetitive behaviour, by one or more people, which produces damaging or hurtful effects, physically or emotionally to any individual. An incident of bullying/racism includes any form of harassment which contravenes the borough's equal opportunities policy/equality plan.

Hurtful remarks can be made innocently but can still be hurtful to the recipient and so should be taken seriously.

Bullying can be:

- ☐ Emotional - being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures).
- ☐ Physical - pushing, kicking, hitting, punching or any use of violence.
- ☐ Racial - racist taunts, graffiti, gestures.
- ☐ Sexual - unwanted physical contact or sexually abusive comments.
- ☐ Homophobic - because of, or focussing on the issue of sexuality.
- ☐ Verbal - name-calling, sarcasm, spreading rumours, teasing.
- ☐ Cyber - all areas of internet, such as email, social media and internet chat room misuse, mobile threats by text messaging & call, misuse of associated technology, i.e. camera & video facilities.

Signs and Symptoms

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

- ☐ is frightened of walking to or from school.
- ☐ doesn't want to go on the school / public bus.
- ☐ begs to be driven to school.
- ☐ changes their usual routine.
- ☐ is unwilling to go to school (school phobic).
- ☐ begins to truant.
- ☐ becomes withdrawn anxious, or lacking in confidence.
- ☐ starts stammering.
- ☐ attempts or threatens suicide or runs away.
- ☐ cries themselves to sleep at night or has nightmares.
- ☐ feels ill in the morning.
- ☐ begins to do poorly in school work.
- ☐ comes home with clothes torn or books damaged.
- ☐ has possessions which are damaged or "go missing".
- ☐ asks for money or starts stealing money (to pay the bully).
- ☐ has dinner or other monies continually "lost".
- ☐ has unexplained cuts or bruises.
- ☐ comes home starving (money / 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 afraid to use the internet or mobile phone.
- ☐ is nervous or jumpy, when a cyber message is received.

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated

Setting Standards

The values and beliefs underlying this Policy are to be considered in the context of the following statements:

- ☐ All bullying is unacceptable, regardless of how it is delivered or what excuses are given to justify it.
- ☐ The school recognises the detrimental effect on pupils and adults who may be subjected to bullying.
- ☐ Victims of bullying will be treated in a supportive manner, rather than being regarded as a burden to staff and peer groups.
- ☐ The school is committed to combating all bullying behaviour.

Persons covered by this Policy

All pupils and adults whether permanently or temporarily on school premises will be expected to adhere to this policy, regardless of race, religion, culture, sexuality, special need, gender, health or any other group.

Action to prevent bullying

- ☐ To foster an understanding of the diversity of cultures which exist in our community and in Britain today.
- ☐ PSHE lessons are one way, amongst many that can be used to develop positive relationships between children and adults so that all feel valued as members of our school community.

- ☐ By the adherence to the school's behaviour policy and exemplification of pupils who are positive role models using the rewards and sanctions as set out in the policy.
- ☐ By making all staff and pupils aware of the social and moral responsibility they have to each other by making it clear to all that harassment in any form is unacceptable.

Action to combat bullying

Some of the activities which the school will establish and maintain in an effort to combat bullying behaviour are:

- ☐ Sanctions against children who show signs of bullying behaviour as outlined in the Behaviour Policy.
- ☐ Allocation of specific roles and responsibilities, both at staff and pupil level, in order that incidents may be detected, behaviour monitored, and appropriate support delivered.
- ☐ Communication of the policy and periodic update in order that staff and pupils are continuously aware of the policy and also of their individual responsibilities.
- ☐ Staff training to ensure that all responsibilities in respect of this policy can be delivered in a competent, caring and efficient manner.
- ☐ Staff will be empowered to confiscate electronic devices/ mobile phones, if cyberbullying is suspected.

Individual Responsibilities

It is important that pupils and parents recognise the difficulties which staff may encounter in ensuring that the purpose and intent of the Anti-Bullying Policy can be effectively introduced and enforced. In this regard the pupils and parents are expected to:

- ☐ Report all incidents of bullying using the procedures in place promptly
- ☐ Act in a respectful and supportive manner to their peers, reporting any suspected incidents which the victim may be afraid to report.
- ☐ Adhere to and promote the aims and objectives of this statement.
- ☐ Refrain at all times from any behaviour which would constitute bullying of fellow pupils/adults.

Parents too can play a vital role by:

- ☐ Stressing to pupils the importance of sociable behaviour.
- ☐ Reporting any misgivings they have concerning either victims or perpetrators of bullying to a member of staff.
- ☐ Actively endorsing and supporting the Anti-Bullying Policy.
- ☐ Acting as a positive role model for children.
- ☐ Encouraging a moral response within their children, i.e. not to hit back.

Dealing with incidents of bullying/racism

Any incident of bullying/racism will be recorded and passed to the Headteacher or Assistant Headteachers via the incident record. A record will be kept in the racist incident log which is kept in the Headteacher's office.

All allegations of bullying/racism will be taken seriously.

In accordance with DfE guidelines *all* racist incidents will be recorded and reported to the local authority. Furthermore, parents will be made aware of the incident and the action taken to deal with it.

All adults and pupils need to know that reported incidents are taken seriously and dealt with. Incidents could be reported to any adult on the school staff (preferably the class teacher) or to visitors such as teacher training students. The adult concerned should make a dated record

of the allegation in the Incident book and the class teacher should be made aware of it.

These records should be kept in case they are needed in the future.

Any incident of racism should also be reported to the head teacher/ deputy head teachers.

Evaluation Procedure

In order to assess the effectiveness of this policy, the following standards will be used as a means of measuring performance on a termly basis:

- ☐ Variations in the number of reported incidents over a given period.
- ☐ Individual incident returns.
- ☐ Variation in the number of pupil days lost which are suspected to arise as a consequence of bullying.
- ☐ Any marked improvement in academic performance which may be confidently regarded to have arisen due to the eradication of bullying behaviour.
- ☐ Updating Staff knowledge and capabilities regarding anti-bullying on a frequent basis.

Policy Ownership and Responsibilities

The policy will be updated and reviewed in line with current policy review procedures. Ultimate responsibility for its introduction and implementation will rest with the head teacher. However it is important to remember that all staff, pupils and parents have an active part to play in the maintenance and development of this policy.