



## ANTI BULLYING POLICY

### Introduction

The school has a duty of care towards its pupils with regard to bullying, in that the Headteacher and staff stand *in loco parentis* (in place of the parents). This duty of care includes protecting pupils from harm from bullying.

This policy takes full account of the school's legal obligations under the Education Act of 1986 to:

- have a policy to prevent all forms of bullying
- to make a written copy of the anti-bullying statement available on request
- to set out the strategies to be followed with a system to implement them and a mechanism for monitoring and reviewing their effectiveness.

### Definition of Bullying

Bullying can be defined in a number of ways. We follow guidance which defines bullying as:

*"Bullying is deliberately hurtful behaviour repeated often over a period of time or on isolated occasions, where somebody deliberately intimidates or harasses another".*  
(DfES September 2002)

Bullying has been described by pupils as:

- name calling
- teasing
- physical abuse eg hitting, pushing, pinching or kicking
- having personal possessions taken eg bag or mobile phone
- receiving abusive text messages, e-mails or social media messages
- being forced to hand over money
- being forced to do things they don't want to do
- being ignored or left out
- being attacked in any way due to religion, gender, sexuality, disability, appearance or racial or ethnic origin

At Meadow Farm bullying is seen as an action taken by one or more children with the deliberate intention of hurting another child, either physically or emotionally. An acronym taught to the children in school is:

## **STOP**

**Bullying is: Several Times On Purpose.**

**If this happens to you: Start Telling Other People**

### **b) Specific Examples of Bullying**

**Racist bullying** – an incident which is perceived to be racist by the victim or any other person. This can be in the form of:

- verbal abuse, name calling, racist jokes, offensive mimicry
- physical threats or attacks
- wearing of provocative badges or insignia
- bringing racist leaflets, comics or magazines
- inciting others to behave in a racist way
- racist graffiti or other written insults, even against food, music, dress or customs
- refusing to co-operate in work or play.

MacPherson report (1999)

**Sexual bullying** – this is generally characterised by:

- abusive name calling
- looks and comments about appearance, attractiveness, emerging puberty
- inappropriate and uninvited touching
- sexual innuendos and propositions
- pornographic material, graffiti with sexual content
- in its most extreme form, sexual assault or rape.

**Sexual orientation** – this can happen even if the pupils are not lesbian, gay, transgender or bisexual. This can be in the form of:

- use of homophobic language
- looks and comments about sexual orientation or appearance.

**SEN or disability** – Statistically, pupils with SEND are often at greater risk of bullying. This can be characterised by:

- name calling
- comments on appearance
- comments with regard to perceived ability and achievement levels.
- Inappropriate physical behaviour

The need for adult sensitivity should be taken into account in a number of instances, e.g. when grouping children, marking children's work, sharing of results and assessment arrangements, as well as an awareness of appropriate language being used when addressing pupils and creating teaching and learning groups.

**Bullying through social media** – this is nationally on the increase and can involve pupils receiving threatening or disturbing messages from known or anonymous callers. At Meadow Farm Primary School we do not allow pupils to bring mobile phones to school, other than to be left in the office at the beginning and collected at the end of each day, and internet use is monitored (see separate e safety policy).

## **School Statement of Intent (with regard to its position on bullying)**

This school believes that:

- Bullying is totally unacceptable.
- Bullying is a problem to which solutions can be found.
- Seeking help and openness are regarded as signs of strength not weakness.
- All members of the school community will be listened to and taken seriously.
- Everyone has the right to work and learn in an atmosphere that is free from fear.
- All of us have a responsibility to ensure that we do not abuse or bully others.
- Young people should talk to an adult if they are worried about bullying and have a right to expect that their concerns will be listened to and treated seriously.
- Young people should be involved in decision making about matters that concern them.
- We all have a duty to work together to protect vulnerable individuals from bullying and other forms of abuse.

## **Aims of the Policy**

- To assist in creating an ethos in which attending school is a positive experience for all members of the school community.
- To make it clear that all forms of bullying are unacceptable at school.
- To enable everyone to feel safe while at school and encourage pupils to report incidences of bullying.
- To deal effectively with bullying.
- To support and protect victims of bullying and ensure they are listened to consistently.
- To help and support bullies to change their attitudes as well as their behaviour and understand why it needs to change.
- To liaise with parents and other appropriate members of the school community and external agencies.
- To ensure all members of the school community feel responsible for combating bullying.

## **Objectives**

- To maintain and develop effective listening systems for pupils and staff within the school.
- To involve all staff in dealing with incidents of bullying effectively and promptly.
- To equip all staff with the skills necessary to deal with bullying.
- To involve the wider school community in dealing effectively with bullying incidents, and if necessary, referring them onto senior colleagues.
- To communicate with parents and the wider school community effectively on the subject of bullying.
- To ensure that all incidents of bullying are recorded and appropriate use is made of the information and where appropriate shared with relevant organisations.

## **Code of Conduct (with regard to school behaviour and relationships within the school community)**

We recognise that all adults in the school are in effect role models for the students. The way in which we behave towards each other and to students is particularly important in terms of providing positive role models. Therefore, as adults we must:

- show respect for every pupil and other colleagues within the school community
- be aware of the additional needs of vulnerable pupils
- challenge bullying behaviour
- act impartially in dealing with alleged incidents of bullying
- actively seek to develop a culture within school that encourages anti-bullying behaviour.

Young people also have a responsibility to role model appropriate behaviour for their peers. We therefore believe that all pupils must:

- show respect for their fellow pupils and adults working within the school community
- support and be sensitive to others when they may be feeling vulnerable
- actively support the anti-bullying culture within the school and adhere to the anti-bullying policy
- take responsibility for their own behaviour

(Please see Behaviour and Discipline policy for specific information regarding sanctions and rewards within the school).

## **Equality and Diversity**

Every member of the school community is entitled to expect protection from bullying, as well as support from school policies and procedures designed to ensure that the school remains a safe environment in which to teach and learn.

## **Procedures and Dealing with Incidents – A Whole School Approach**

### **a) Role of pupils in recording a bullying incident**

Follow the school guide to reporting and dealing with bullying incidents. (See Appendix 1 for Anti-Bullying Immediate Response Chart)

### **b) Guidance for parents**

If your child alleges they have been bullied:

- Calmly talk with your child about his/ her experiences.
- Make a note of what your child says including who was involved, how often the alleged bullying has occurred, where it happened and what happened.
- Reassure your child that he/ she has done the right thing to tell you.
- Explain to your child that should any further incidents occur he/she should report them to a teacher immediately.
- Make an appointment to see your child's teacher or other member of staff.
- Explain to the staff member the problems your child is experiencing

When talking with staff about alleged incidents of bullying:

- Be as specific as possible about what your child says has happened, give dates, places and names of other children involved. Stay calm and bear in mind that the teacher may have no knowledge of the incidents(s) or may have heard conflicting accounts of them.
- Make a note of what action the school intends to take.
- Ask if there is anything you can do to help your child or the school.
- Stay in touch with the school and let them know if things improve as well as if problems continue.

If you are not satisfied:

- Check with the school anti-bullying policy to see if agreed procedures are being followed.
- Make an appointment to discuss the matter with the Head teacher and keep a record of the meeting.
- If this does not help, write to the Chair of Governors explaining your concerns and what you would like to see happening.
- Contact the Corporate Director for Children and Young People's Services for Derby City Council in order to ensure the Governors respond to your concerns.

If your child is bullying others:

- Talk with your child and explain that what he/she is doing is unacceptable and makes other children unhappy.
- Discourage other members of your family from bullying behaviour or from using aggression or force to get what they want.
- Show your child how he/ she can join in with other children without bullying.
- Make an appointment to see your child's teacher and explain the problems your child is experiencing, as well as discussing how you can work together to stop him/ her bullying others.
- Regularly check with your child how things are going at school.
- Give your child lots of praise and encouragement when he/ she is co-operative or kind to other people.

If your child is experiencing any form of electronic bullying:

- Check exactly when the inappropriate or threatening message was sent. Immediately inform the school Designated Safeguarding Lead, Mrs Eyre.
- Where necessary report incidents to the police.
- Print hard copies to be used as evidence.

#### c) Role of staff

Follow the school guide to reporting and dealing with bullying incidents. (See Appendix 1 for Anti-Bullying Immediate Response Chart)

## **Strategies to Reduce Bullying**

The school will adopt a range of strategies to prevent and reduce bullying, to raise awareness of bullying and support victims and bullies, including:

- Circle Time/Circle of Friends.
- Nurture Group
- The support group approach/No Blame Approach.
- Peer mediation.
- Peer counselling.
- Buddy systems.
- PSHE programmes.
- Self-esteem workshops.

## **Confidentiality**

School staff cannot and should not promise absolute confidentiality if approached by a pupil for help. Staff must make this clear to pupils. Child protection and safeguarding procedures must be followed when any disclosures are made. Unless clearly inappropriate, pupils will always be encouraged to talk to their parent/guardian.

An underlying principle in supporting pupils in our school is that all children are listened to sensitively and objectively and all incidences of bullying will be taken seriously.

## **Support for Pupils who Experience Bullying**

If you are being bullied

- Tell an adult or somebody you trust what has happened straight away.
- Get away from the situation as quickly as possible.
- Try to stay calm and look as confident as you can.
- Be firm and clear – look them in the eye and, if possible, tell them to stop and tell them how you feel.

After you have been bullied

- Tell a teacher or another adult you trust within school.
- Tell your family.
- If you are scared to tell a teacher or adult on your own, ask a friend to go with you.
- Keep on speaking until someone listens and does something to stop the bullying.
- Don't blame yourself for what has happened

When you are talking to an adult about bullying:

Be clear about

- What has happened to you.
- How often it has happened.
- Who was involved.
- Who saw what was happening.
- Where it happened.
- What you have done about it already.

If you experience bullying by mobile phone, social media, text messages or e-mail

- Tell a friend, parent or teacher.
- Be careful to whom you give your mobile phone number or e-mail address.
- Make a note of exactly when a threatening message was sent.
- Remember that reporting an incident could stop it happening to others.

### **Monitoring Arrangements**

This policy will be evaluated and updated where necessary by the whole school. The views of pupils and staff will be used to make changes and improvements to the policy on an ongoing basis.

### **Dissemination of the Policy**

This policy has been disseminated to all staff and governors. It has been discussed with pupils through the School Council and is freely available to parents through the School Office.

### **Policy Review and Development Plan**

This policy will be reviewed every two years unless it is deemed necessary to bring a review forward due to issues within the school or government guidance.

Policy prepared by: Samantha Eyre, Headteacher

Date prepared: October 2024

Date ratified by the Strategic Committee: 05/11/24

Chair of the Strategic Committee

Signed:



Mrs M Gaiderman 27.11.24

Head Teacher



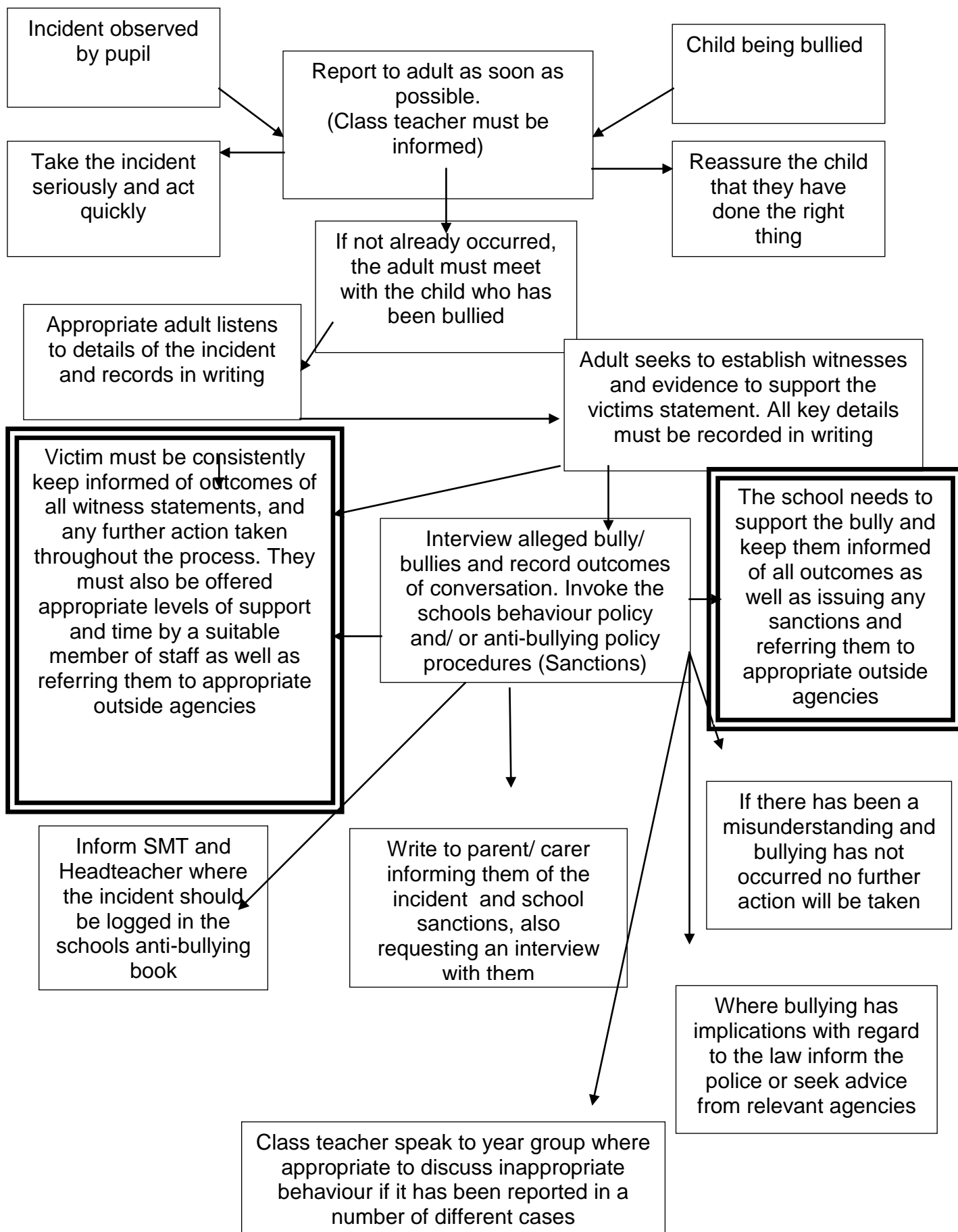
Signed:

27.11.24

Mrs S Eyre

Review date: September 2027

## Anti-Bullying Immediate Response Chart





## Local Contacts

Staff training and inset – Inclusion Team and Behaviour Support Team

National Contacts

Telephone Numbers

Childline

Telephone number 0800 1111  
(Open 24 hours a day)

For children who are deaf or hard of hearing textphone service 0800 400222

NSPCC

Telephone number 0808 800 5000

A registered charity dedicated to stopping cruelty to children

Kidscape

Telephone number 020 7730 3300

(Bullying councillor available Monday - Friday 10.00am-4.00pm)

Anti Bullying Campaign

Telephone number 0207 378 1446

(Advice line for parents and children 9.30am-5.00pm)

Advisory Centre for Education

Telephone number 0207 354 8321

(Advice line for parents on all school matters open Monday – Friday 2.00pm-5.00pm)

Ofsted

Telephone number 07002 637833

e-mail: [freepublications@ofsted.gov.uk](mailto:freepublications@ofsted.gov.uk)

Parentline Plus

Telephone number 0808 800 2222

(National helpline for parents Monday - Friday 9.00am-9.00pm, Saturday 9.30am-5.00pm, Sunday 10.00am-3.00pm)

Useful websites regarding bullying in schools

BBC Bullying Survival Guide [www.bbc.co.uk/education/bully/index.htm](http://www.bbc.co.uk/education/bully/index.htm)

Provides information, guidelines for dealing with all aspects of bullying, a help and resources list and accounts of celebrities who were bullied when they were at school

Childline [www.childline.org.uk](http://www.childline.org.uk)

Gives details on the CHIPS initiative and other information regarding bullying

Kidscape [www.kidscape.org.uk](http://www.kidscape.org.uk)

Gives advice and support for victims, schools and parents

Bullying Online [www.bullying.co.uk](http://www.bullying.co.uk)

A registered charity, which contains advice for both parents and pupils

NSPCC [www.nspcc.org.uk](http://www.nspcc.org.uk)

A registered charity dedicated to stopping cruelty to children

Bullyweb [www.uclan.ac.uk/facs/science/psychol/bully/bully.htm](http://www.uclan.ac.uk/facs/science/psychol/bully/bully.htm)

A research site with links to other sites on bullying

Peer Support Networker [www.peersupport.co.uk](http://www.peersupport.co.uk)

Newsletter linked to Peer Support Forum