



Anti Bullying Policy

April 2020

ALL CHILDREN IN SCHOOL SHOULD UNDERSTAND THAT IT IS THEIR RIGHT TO FEEL SAFE AND SECURE IN THEIR SCHOOL ENVIRONMENT WITHOUT BEING AFRAID OF OR INTIMIDATED BY BULLYING BEHAVIOUR.

WE DO NOT TOLERATE BULLYING AT MIDDLE BARTON SCHOOL

Objectives of this Policy:

Middle Barton School's Anti-Bullying Policy outlines what the School will do to prevent and tackle bullying. The policy has been drawn up through the involvement of the whole school community.

What is Bullying?

The ABA (Anti-Bullying Alliance 2017) defines bullying as:

"The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological. It can happen face-to-face or online."

Pupils who display bullying behaviours can: name call, taunt, mock, make offensive comments, kick, hit, take belongings, be involved in inappropriate text messaging and emailing, send offensive or degrading images by phone or via the internet, produce offensive graffiti, gossip, exclude people from groups and spread hurtful and untruthful rumours.¹

Pupils with these behaviours can act alone but it is more common for them to be part of a group. Any member of that group that is showing these behaviors is responsible.

Our school community:

- Discusses, monitors and reviews our anti-bullying policy on a regular basis
- Supports staff to promote positive relationships and identify and tackle bullying appropriately
- Ensures that pupils are aware that all bullying concerns will be dealt with sensitively and effectively; that pupils feel safe to learn; and that pupils abide by the anti-bullying policy
- Reports back to parents/carers regarding their concerns on bullying and deals promptly with complaints. Parents/ carers in turn work with the school to uphold the anti-bullying policy
- Seeks to learn from good anti-bullying practice elsewhere and utilises support from other relevant organisations when appropriate²

¹ Adapted from Bullying – A Charter for Action, DCSF

² Adapted from Bullying – A Charter for Action, DCSF



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Forms of bullying covered by this Policy

Bullying can happen to anyone. This policy covers all types of bullying including:

- Bullying related to race, religion or culture
- Bullying related to special educational needs
- Bullying related to appearance or health conditions
- Bullying related to sexual orientation
- Bullying of young carers or looked after children or otherwise related to home circumstances
- Sexist or sexual bullying
- Online bullying
- Bullying on the school property at any time of day, including before and after school.

Awareness and Identification of bullying

We will:

- Work with staff and outside agencies to identify all forms of prejudice-driven bullying
- Actively provide regular opportunities to develop pupils' social and emotional skills, including their resilience
- Consider all opportunities for addressing bullying including through the curriculum, through displays, through peer support and through the School Council
- Acknowledge that the pupil voice is essential
- Train all staff including lunchtime staff, learning mentors and LSU staff to identify bullying and follow school policy and procedures on bullying
- Ensure that there is consistency across the school as this is vital
- Actively create "safe spaces" for vulnerable children and young people including the nurture room by the offices and the quiet areas in the playground.

Involvement of pupils/students

At Middle Barton School, we would like to empower our pupils to think about their own decisions and roles. We aim to give pupils the tools to work out situations.

We will:

- Regularly ask children and young people's views on the extent and nature of bullying
- Ensure pupils know how to express worries and anxieties about bullying, including speaking to the 'Bullying Busters' in school
- Ensure all students are aware of the range of sanctions which may be applied against those engaging in bullying, as shown in the Behaviour Policy
- Involve pupils in anti-bullying campaigns in schools
- Be involved in national anti-bullying weeks
- Publicise the details of helplines and websites
- As a school always ensure pupils respect and celebrate differences in all
- Offer support to pupils who have been bullied



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- Work with pupils who have displayed bullying behaviours in order to address the problems they have

Liaison with parents and carers

We will:

- Ensure that parents/carers know whom to contact if they are worried about bullying
- Ensure parents know about our complaints procedure and how to use it effectively. This will be available on our website.
- Ensure parents/carers know where to access independent advice about bullying
- Work with parents and the local community to address issues beyond the school gates that give rise to bullying

Our response to bullying?

Everyone at Middle Barton School has an important role to play

We encourage everyone to speak up for someone who needs support. We understand that silence helps the pupils who are displaying bullying behaviours continue. All are encouraged to speak to any teacher, classroom assistant, one of the office staff and/or a dinner supervisor.

Everyone will be listened to and taken seriously

What happens if bullying is suspected?

- **SEE ATTACHED flow chart.**
- In the case of cyber bullying any evidence should be preserved, the senders email service provider will be notified, the parents involved will be informed, subject to severity this incident could result in police and the local authority e-safety officer involvement.
- Repeated, severe bullying behaviours may result in a short term fixed exclusion.
- A reintegration meeting will be held and an action plan implemented. If, on return there are continued bullying behaviours shown, permanent exclusion could result.

What happens to pupils who have experienced bullying Behaviours?

- The school supports them. This can be the teachers, or friends who keep an eye on the child and monitor any further incidents.
- They know that they will be listened to and their case taken seriously. Cases are regularly reviewed to make sure the bullying has stopped.
- They can be given advice or counselling on how to deal with the pupils displaying bullying behaviours and how to avoid situations where they might be bullied.
- They will be clear about what the school is doing.

What can parents do if they think their child is experiencing bullying at school?

- Contact the school and talk to an appropriate member of staff, which will be their child's class teacher in the first instance.



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- Encourage your child to talk about it.
- Stay calm and show that you are supportive.
- Try not to dwell on the sensitive issues.
- Reassure them and explain that it is a problem that can be solved.
- Discuss the kinds of things that your child would like to happen now.

By working together we can make our school a place where we can work and play without fear of bullying behaviours.

This policy supports the aims of the school: see vision statement

Links with other school policies

This Policy links with a number of other school policies including:

- Complaints policy
- Behaviour Policy
- Confidentiality Policy
- Child Protection policy
- Safeguarding Policy

If we all try to follow these rules then it will be much easier to deal with the few who do not.

The effectiveness of this policy will be evaluated by:

- Keeping a record of the number of reported incidents and reviewing any trends over time.
- Monitoring absences and a reduction in achievement of pupils suspected of being bullied and improved attendance and increase in achievement when the issue is resolved.

The main points of this bullying policy reflect the aims of the school's positive discipline programme. *If you want more information on how to help the victim or the bully of bullying then please contact the school on: 01869 340522. We can provide information and advice or we can put you in touch with any of the national agencies who advise on bullying.*

C Barwell October 2020

Review October 2021

Reviewed and agreed by.....

Parents:

Governors

All staff



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Pupils

Dated: