

# Anti-Bullying Policy

Meanwood CE Primary School



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## **Vison and values**

This school is committed to safeguarding and promoting the wellbeing of children and young people and expects all staff and volunteers to share this commitment.

This policy has due regard to the following ethos:

At Meanwood C of E Primary School we will continuously strive to ensure that everyone in our school is treated with respect and dignity. Each person in our school will be given fair and equal opportunities to develop their full potential with positive regard to gender, ethnicity, cultural and religious background, faith, sexuality or disability. The school will provide an inclusive curriculum, which will meet the needs of all its pupils including those with disabilities, special educational needs, from all cultural backgrounds and faiths and pupils with English as an additional language.

### **Vision**

Our vision is that every person is valued, nurtured and empowered to achieve their full potential.

Our vision is underpinned by Jesus' commandment to "love one another as I have loved you" (John 15:12).

### **Values**

Open Hearts.

Open Minds

Open Arms.

## **AIMS AND OBJECTIVES**

This policy aims to highlight that we:

- all know what bullying is.
- take all incidences of bullying seriously.
- have a consistent approach to all bullying incidents and that we all know what to do if a bullying incident occurs.
- recognise that our duty as a whole school community is to take measures to prevent and tackle any bullying, harassment or discrimination.
- recognise that all children can need and that children with SEND are particularly vulnerable
- are committed to improving our school's approach to tackling bullying by regularly monitoring, reviewing and assessing the impact of our preventative measures.
- ensure that all those connected to the school know that bullying of any description will not be tolerated.
- actively promote values of respect and equality and work to ensure that difference and diversity is celebrated across the whole school community.

We aim to do this by ensuring:

- All governors, teaching and non-teaching staff, pupils and parents should understand what bullying is.
- All governors and teaching and non-teaching staff should know what the school policy is on bullying and follow it when bullying is reported.

- All pupils and parents should know what the school policy is on bullying and what they should do if bullying arises.
- Pupils and parents should be assured that they will be supported when bullying is reported.

## What is bullying?

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. Bullying can be carried out physically, verbally, emotionally or through cyberspace. Bullying behaviour usually has the following four features:

- it is repetitive and persistent
- it is intentionally harmful
- it involves an imbalance of power, leaving someone feeling helpless to prevent or stop it
- it causes feelings of distress, fear, loneliness and lack of confidence in those who are at the receiving end

This behaviour can include:

- emotional being unfriendly, excluding (leaving people out), tormenting, humiliation, mocking (copying), intimidation,
- verbal name-calling, sarcasm, spreading rumours, teasing, saying mean unkind words about themselves or their family
- non-verbal body language, gestures, facial expressions
- material damaging or taking belongings, extortion (taking things without permission), hiding belongings
- physical pushing, kicking, hitting, punching or use of any violence, deliberately bumping into someone, biting, spitting, nipping or pinching, fighting
- racist racial taunts, graffiti, gestures,
- sexual unwanted physical contact or sexually abusive comments
- homophobic because of, or focussing on, the issue of sexuality
- transphobic because of, or focussing on, the issue of gender identity
- cyber text messages, email, phone calls, chat room misuse
- sexist because of, or focusing on, the issue of gender
- disability because of, or focusing on, the issue of disability
- Child on child including bullying, cyber bullying, criminal and sexual exploitation, sexual harassment
- Abuse/child and violence, initiation/hazing, inappropriate/harmful sexualised behaviours, upskirting and child youth produced imagery (sexting) and abuse within intimate partner relationships. (see Safeguarding and Child Protection Policy and the Behaviour policy for more details).

## Signs and symptoms

Refer to Appendix 1 for a list of signs and symptoms.

## Procedures to follow

If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached.

In cases of serious bullying, a clear account will be recorded and given to the headteacher.

The headteacher or member of SLT will interview all concerned and will record the incident on CPOMS.

Measures will be administered in line with the relational culture behaviour policy.

Class teachers will be kept informed.

After dealing with an incident, teachers will follow-up on a regular basis to check that the bullying has not started again.

In serious cases, parents will be informed and may be invited into school to discuss the problem.

If necessary and appropriate, police will be consulted.

All bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.

Every effort will be made to help the bully (bullies) repair harm.

Pupils who have been bullied will be supported by:

- Offering immediate opportunity to discuss the experience with a member of staff.
- Reassurance and explanation as to why the action of the bully was wrong.
- Offering continuous support.
- Restoring self-esteem and confidence.

Pupils who have bullied will be helped by:

- discussing what happened.
- discovering why the pupil became involved.
- establishing the wrong doing.
- helping the child to change their behaviour in future.
- informing parents.
- Encouraging parents to help their child move forward.
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## Key Strategies to reduce bullying

The everyday curriculum can be used by:

- Raising awareness about bullying, cyberbullying and the anti-bullying policy.
- Increasing understanding for victims and helping to build an anti-bullying ethos.
- A week focusing on anti-bullying
- Teaching pupils how constructively to manage their relationships with others.
- Encouraging co-operative working: e.g. working together on shared tasks.
- Circles: creates a safe space to explore issues of bullying
- Delivery of PSHE sessions

## Support to Develop Emotional Wellbeing

- Building relationships around vulnerable pupils
- Befriending including Buddies if necessary.

- Support groups: for the bullied pupil made up of those involved in the bullying and bystanders
- Mediation by adults to promote co-existence

## Individual mentoring

- Learning mentor working with perpetrators, for example on anger management issues.
- Individual programmes tailored to the needs of the children involved.
- We recognise that all children can need help with their social, emotional and mental health, and also recognise that children with SEND are particularly vulnerable

## Communication

- Assemblies
- Promotion of the Behaviour Policy
- Promotion of Vision and values
- School Council meetings
- Anti-Bullying Policy including range of sanctions known to all
- Record on CPOMS (online monitoring system)
- Whole school projects (eg Anti-Bullying Week, Health and Safety Week etc)
- Clear monitoring of the use of technology to prevent cyberbullying.
- Involving Parents

Parents who are concerned that their child might be bullied, or who suspect that their child may be the perpetrator of bullying, should refer to the 'Information Sheet for Parents' (Appendix 3) and contact their child's teacher immediately.

Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school community.

## Related Policies

- Relational Culture and Behaviour Policy
- Safeguarding and Child Protection Policy
- ICT and Acceptable Use Policy
- Online Safety Policy
- SEND Policy

## Appendix 1: 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 that they should investigate if a child:
- Is frightened of walking to or from school
- Begs to be driven to school
- Changes their usual routine
- Is unwilling to go to school
- 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 bully)
- Has unexplained cuts or bruises
- 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

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

## Appendix 2: Information for children

Are you being bullied?

Bullying is if you feel hurt because individuals or groups are repeatedly:

- Calling you names
- Threatening you
- Pressuring you to give someone money or possessions
- Hitting you
- Damaging your possessions
- Spreading rumours about you or your family
- Using text, email or web space to write or say hurtful thing (cyberbullying)

It is also bullying if you feel hurt because of things said about your ethnic background, religious faith, special need, gender, appearance or issues in your family.

Meanwood CE Primary School does not tolerate bullying and this is what we do:

- Make sure the person being bullied is safe
- Work to stop the bullying happening again
- Provide support for the person being bullied
- Provide support for bully/bullies

What should you do?

Talk to someone you trust and get them to help you take the right steps to stop the bullying

If you feel that you are being bullied:

- try to stay calm and look as confident as you can
- be firm and clear – look them in the eye and tell them to stop
- get away from the situation as soon as possible
- tell an adult what has happened straight away or, if you do not feel comfortable telling an adult, tell another pupil.

If you have been bullied:

- tell a teacher or another adult in your 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
- tell someone on paper
- don't keep quiet
- don't sort it out yourself-don't lash out
- think before you speak
- you tell them to stop and stand up to them
- call ChildLine

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 find it difficult to talk to anyone at home or at school, ring ChildLine on 0800 1111.

You can also write to Freepost 1111, London N1 0BR

The phone call and letter are free.

## Appendix 3: Information for Parents

It is if individuals or groups are repeatedly:

- Calling your child names
- Threatening him/her
- Pressuring your child to give someone money or possessions
- Hitting your child
- Damaging your child's possessions
- Spreading rumours about your child or your family
- Using text, email or web space to write or say hurtful things about your child (cyberbullying)
- It is also bullying if your child feels hurt because of things said about their ethnic background, religious faith, gender, sexuality, disability, special educational need, appearance or issues in your family.

What should you do if you think your child is being bullied?

At Meanwood CE Primary School, your first contact point to report concerns about bullying is your child's class teacher.

They are best contacted after school, via email ([admin@meanwood.leeds.sch.uk](mailto:admin@meanwood.leeds.sch.uk)) or you can telephone on 0113 2755883 to arrange a meeting.

It will help to sort out what action to take if you can bear in mind that the teacher may have no idea that your child is being bullied or may have heard conflicting accounts of an incident.

Be as specific as possible about what your child says has happened, give dates, places and names of other pupils involved.

Make a note of what action the school intends to take.

Ask if there is anything you can do to help your child.

Stay in touch with the school. Let them know if things improve as well as if problems continue.

What will Meanwood CE Primary School do?

Meanwood CE Primary School does not tolerate bullying and this is what we do:

- Work to make sure that the person being bullied is safe
- Work to stop the bullying happening again
- Provide support to the person being bullied
- Take actions to ensure that the person doing the bullying learns not to harm others.

Families who feel that their concerns are not being addressed appropriately by the school might like to consider the following steps:

- Check with the school anti-bullying policy to see if agreed procedures are being followed.
- Make an appointment to discuss the matter with the headteacher 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.
- You may contact the Local Authority through Children's Services.