



# **The Reginald Mitchell Primary**

## **Anti-Bullying Policy**

## **Rationale**

We recognise that there are people with the potential for bullying in all organisations and at all levels.

The Reginald Mitchell School stands against bullying; it is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated.

The school aims to promote justice, equal opportunities and fair treatment for all. In partnership with parents, governors, pupils and all staff, we are committed to promoting a safe community and a caring learning environment where bullying in any form is unacceptable.

Children are entitled to come to school without fear of bullying from **any** member of the school community.

## **What is bullying?**

Bullying is the continual use of antagonism or aggression with the intention of hurting another person, which usually occurs over a period of time. Bullying results in pain and distress to the victim.

Bullying can be:

- Emotional      being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical        pushing, kicking, hitting, punching or any use of violence
- Racist            racial taunts, graffiti, gestures
- Sexual            unwanted physical contact or sexually abusive comments
- Homophobic   focussing on the issue of sexuality, verbal name calling, sarcasm, spreading rumours, teasing, etc.
- Cyber            All areas of internet ,such as email & internet chat room misuse. Mobile threats by text messaging & calls  
Misuse of associated technology , eg. cameras

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school.

Pupils must be encouraged to report bullying to any adult at The Reginald Mitchell Primary School.

Reporting of anti-social behaviour must occur promptly and should form an integral part of our race-equality and behaviour policy.

## **PUPILS**

### **What can you do if you are being bullied?**

Tell yourself that you do not deserve to be bullied.

- If you are different in some way be proud of it. It is good to be an individual.
- Try not to show that you are upset (which is difficult)
- Try to stay in a group of people. There is safety in numbers.
- Try being assertive - say 'NO' really firmly. Walk confidently even if you don't feel that way inside. Practise this.
- If you are being bullied try to give clear and accurate evidence of what happened, where and when.
- You have a right to defend yourself but be careful you don't 'bully back'.
- Tell an adult you trust. Teachers and staff will take you seriously and are experienced in dealing with bullies in a way which will end the bullying and will not make things worse.

### **What can you do if you see bullying going on ?**

- Take action when someone is being bullied or is in distress. Watching and doing nothing looks as if you are on the side of the bully. It makes the victim more unhappy and isolated..
- If you cannot get involved yourself, tell an adult immediately. Teachers and staff will deal with bullies without getting you into trouble.
- Try to be friends with people who do not bully others.
- Be supportive and sympathetic. If you are worried about helping someone, talk to an adult whom you trust.

## **REMEMBER**

***Your silence is the bully's greatest weapon***

## **Parents**

- Watch for signs of distress in your children. They may be unwilling to attend school, feel unwell regularly, or have missing equipment.
- Take an interest in your child's social life. Discuss friendships, how lunchtime is spent, and the journey to and from school.
- Inform the school immediately if you feel your child may be a victim of bullying behaviour. Your complaint will be taken seriously and an action plan will be worked out together.
- Don't encourage your child to hit back, this makes matters worse.
- Make sure your son or daughter knows there is nothing wrong with him or her. It is not their fault
- Monitor their use of the Internet, chat rooms and mobile phones.

## **The Reginald Mitchell Staff**

As staff we shall continue to:-

- Organise the school to minimise opportunities for bullying.
- Use any learning opportunity for talking about ways of behaving towards one another (assembly, circle time, anti-bullying talks, PHSRE. lessons, SMSC. work)
- Make sure that children are aware of this policy, including the section on telling adults.
- Deal quickly and firmly with complaints using consequences from the 'School Behaviour Policy'.
  - A witness / incident statement form will be completed
  - The incident will be investigated by the senior teachers.
  - The Incident will be recorded
  - Support will be offered to the victim
  - If required support /or an Individual Behaviour Plan may be established
  - Consequences will be issued where necessary as stated below:
- Involve parents when necessary
- Follow up to ensure the plan is working.

## **AN OVEVIEW OF ACTION TO BE TAKEN IF BULLYING OCCURS**

1. Make anyone who alleges they have been bullied immediately feel safe
2. Any incident will be investigated and appropriate action taken as part of the investigation
3. Incidents will be recorded and subsequent action taken where needed
4. Due consideration will be given to confidential issues
5. Parents will be informed
6. Action will be monitored and evaluated
7. Victims of bullying will be supported by staff and guided as to further action needed
8. Appropriate action will be taken when necessary to prevent further bullying taking place

To ensure the above actions take place swiftly and effectively, specific roles and responsibilities are as follows:

### **The role of the Teacher**

Teachers in our school take all forms of bullying seriously, and will intervene to prevent incidents from taking place. They keep their own records of all incidents that happen in their class and that they are aware of in the school.

If teachers witness an act of bullying, they do all they can to support the child who is being bullied.

We keep a logbook in the head teacher's room where we record all incidents of bullying. This may include incidents that occur outside lesson time, either near the school or on the children's way home or to school. If any adult witnesses an act of bullying, they should request access to the school bullying log to record the event.

If, as teachers, we become aware of any bullying taking place between members of a class, we will deal with the issue immediately. We spend time talking to the child who has bullied: we explain why the action of the child was wrong, and we endeavour to help the child change their behaviour in future. If a child is repeatedly involved in bullying other children, we inform the head teacher and the special needs co-ordinator. We then invite the child's parents into the school to discuss the situation. In more extreme cases, for example where these initial discussions have proven ineffective, the head teacher may contact external support agencies such as the social services.

Training is available to all staff which will enable them to become equipped to deal with incidents of bullying and behaviour management. Personal training requirements will be reviewed as part of the staff performance management annual cycle.

Teachers will attempt to support all children in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.

### **The role of the Executive Head Teacher/Associate Headteacher**

It is the responsibility of the Associate Headteacher to implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying. The Executive head teacher reports to the governing body about the effectiveness of the anti-bullying policy on an annual basis.

The Associate head teacher will ensure that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The head teacher will draw the attention of children to this fact at suitable moments. For example, if an incident occurs, the head teacher may decide to use assembly as a forum in which to discuss with other children why this behaviour was wrong, and why a pupil is being punished.

The Executive head teacher will ensure that all staff receives sufficient training to be equipped to deal with all incidents of bullying.

The Associate head teacher sets the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

### **The role of Parents**

Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class 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.

### **The role of Governors**

The governing body supports the head teacher in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the governing body does not allow bullying to take place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

The governing body will monitor the incidents of bullying that occur, and reviews the effectiveness of the school policy regularly. The governors require the Associate headteacher to keep accurate records of all incidents of bullying and to report to the governors annually about the effectiveness of school anti-bullying strategies.

The governing body will respond within ten days to any request from a parent to investigate incidents of bullying. In all cases, the governing body will notify the Executive headteacher and asks him/her to conduct an investigation into the case and to report back to a representative of the governing body.

### **Conclusion**

Bullying affects everyone, not just the bullies and victims. It also affects those other children who watch, and less aggressive students can be drawn in by group pressure.

Bullying should not be accepted as an inevitable part of school life, nor as a necessary part of growing up. It does not usually sort itself out.

Everyone in the school community should take on the responsibility of ensuring a happy and secure environment for our children.

### **Monitoring, evaluation and review**

We will review this policy annually and assess its implementation and effectiveness. This policy will be promoted and implemented throughout the school. Governors will review the policy on an annual basis.

**Reviewed: March 2018**

**Next review date: March 2019**

**Signed : .....A Rourke..... Executive Headteacher**

**Signed : .....S Blood..... Safeguarding Link Governor**