

Mereside Primary School and Children's Centre



Anti-Bullying Policy

November 2015

Policy Aims:

The aim of the anti-bullying policy is to ensure that our pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Pupils, staff and parents are informed that we do not condone bullying in any form.

Definition of bullying (including racist, sexist and homophobic bullying):

'Bullying is aggressive or insulting behaviour by an individual or group, often repeated over a period of time, that intentionally hurts or harms'.

The three main types of bullying are:

- Physical - hitting, kicking, theft
- Verbal - name calling, racist, sexist or homophobic remarks
- Indirect - spreading rumours, excluding someone from social groups, spreading nasty stories, exclusion from groups, cyberbullying (bullying via mobile phones or the internet) or writing offensive graffiti.

Name calling is the most common direct form of bullying. It may be related to ethnic origin, nationality or colour, sexual orientation or some form of disability.

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 are encouraged to report any bullying.

Values and principles, including aims and objectives of the policy.

Pupils at Mereside will be cared for in a safe and secure environment. Any reported or observed incidents of bullying will be recorded, taken seriously and dealt with by members of staff, including Senior Management when appropriate. Pupils know that they will be listened to immediately and that it is important to 'tell'. Through our pastoral system pupils will know who to tell and will have the means to speak confidentially through systems such as The Listening Service. SEAL (Social and Emotional Aspects of Learning) underpins the whole school ethos and has a strong part to play in this area. Parents will be kept fully informed and where necessary invited into school to discuss any incidents. Parents are aware of our commitment to their children's emotional wellbeing and are always welcome to discuss any issues or concern.

Limits of the policy

Any reported incidents of bullying which take place outside of school will be followed up by Senior Management or relevant staff in an appropriate manner in line with school policy. In order to safeguard the wellbeing of children on their journey to and from school, any reports of bullying outside of school are followed up by staff.

Procedures for recording and reporting bullying behaviour

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached
- A clear account of the incident will be recorded in the class's Red Pastoral/Behaviour File and a copy given to the Headteacher
- The Headteacher will interview all concerned and will record the incident in the Bullying Incident File and/or the Racist Incident File (kept in Headteacher's room)
- Class teachers will be kept informed
- Parents will be kept informed
- Sanctions will be used as appropriate
- If the incident is of a racist nature then the Racist Incident form will be completed and returned to the Local Authority
- Racist incidents are reported termly to the Governing body.

Pupils

Pupils who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with their classteacher or member of staff of their choice
- Reassuring the pupil
- 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 and need to change
- Informing parents or guardians to help change the attitude of the pupil.

Procedures for dealing with a complaint made by a parent with regard to bullying

Where a complaint is received, the school will follow the Blackpool guidelines as set out in their anti-bullying policy. The guidelines are as follows:

- Parents are invited to discuss the matter with the Headteacher and/or Pastoral Manager (Mrs Lawrence) and/or Behaviour Mentors (Mrs Jackson and Mrs Prosser)
- A record is kept of the interview and the nature of the complaint
- A record of action already taken by the school is shown to the parents/carers
- Further action to be taken is agreed with parents (and the child) and is recorded

- A date for a further contact with parents is made. A future meeting takes place to monitor the situation.

Sanctions:

A number of sanctions are available as a deterrent or punishment for bullying. These include:

- Playtime and/or lunchtime detention
- Exclusion from certain areas of the school premises
- Loss of Golden Time

Persistent or severe cases can lead to fixed term exclusion being applied.

The curriculum and other preventative measures

The PSHE curriculum underpins the whole ethos of the school and is designed to support positive relationships and prevent any form of bullying in school and in the wider community. Strategies adopted by the school include:

- The school ethos
- The school mission statement
- Promotion of the School Values, including Empathy, Tolerance and Respect
- The general school environment
- Supervision at lunchtimes, breaks, before and after school
- Supervised internet access and blocking of 'chat' sites in school
- The creation of supervised 'quiet' areas at breaks and lunchtimes
- The use of assemblies to raise awareness
- Participation annually in 'Anti-Bullying Week' activities
- Curricular approaches to anti-bullying
- Circle time
- School Council
- Peer Support
- Anti-bullying Charter

Intervention strategies

In addition to preventative measures, there are a number of interventions in place to support pupils who are initiating bullying or who are being bullied. These include:

- Co-operative group work
- Circle time
- Peer mentoring
- Adult mentoring
- Active listening approaches - The Listening Service
- The KIVA service
- Home visits by pupil welfare officer (when bullying affects attendance)

Policy Implementation

The Policy was adopted by the Full Governing Body in November 2015.

The Policy is available to staff and Governors on Google drive and the school website. Paper copies are available from the School Office.

Monitoring, evaluation and review

The Policy will be brought to the attention of all staff, parents and pupils in September each year. It will be reviewed every two years. The next review will take place in November 2017.