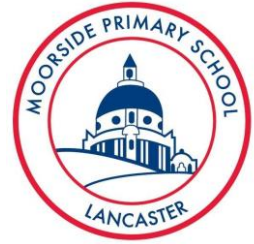


<b>Moorside Primary School</b>	
<b>Document Name</b>	Anti-Bullying Policy
<b>Date</b>	September 2022
<b>Version</b>	4
<b>Audience</b>	Staff, Pupils, Parents, Website
<b>Approved by</b>	Full Governing Body, September 15 <sup>th</sup> 2022



## **Background**

This policy is one in a range of policies which aims to ensure the safeguarding of pupils. As such it should be read in conjunction with other policies, particularly the Behaviour Policy, the Online Safety Policy, the wider Safeguarding and Child Protection Policy and the Child-on-Child Abuse Policy.

## **What is Bullying?**

Bullying is a purposeful and repeated action conducted by an individual or group and directed against an individual or group who cannot defend themselves in the situation.

Bullying can take different forms:

- Verbal bullying: name calling, use of threatening or provocative language, etc.
- Psychological bullying: excluding an individual from group play, refusing to talk to or even acknowledge an individual.
- Physical bullying: hitting, kicking, grabbing an individual; taking or hiding another's property, etc.
- Online bullying (see Separate Online Safety Policy)
- Sexual harassment
- Victimisation or prejudice
- Racism, homophobia, misogyny or disablism

At Moorside Primary School we acknowledge that bullying does happen from time to time - indeed, it would be unrealistic to claim that it does not, but it is seen as unacceptable and it is our aim to minimise the chances of it occurring and to deal effectively with it if and when it occurs.

It is our aim to:

- Ensure that all children and adults within school have a common understanding of what bullying is.
- Minimise all forms of bullying

- Communicate clearly to children and parents the school's strong response.
- Stress that the whole school community acts together on this issue.
- Continually work to maintain a warm and harmonious atmosphere within school.

## **Child-on-Child Abuse**

Child-on-Child Abuse is described in the school's Safeguarding and Child Protection Policy as well as in a separate Child-on-Child Abuse Policy, (September 2022). Bullying is one form of child-on-child abuse. Child-on-Child Abuse is unacceptable and it is handled in line with the sanctions and procedures outlined in the school Behaviour Policy and the approaches described in the Child-on-Child Abuse Policy.

### **Principles**

- All allegations of bullying will be carefully investigated –the action staff should take are described in the Behaviour Policy and Child-on-Child Abuse Policy.
- Pupils, parents and staff will be encouraged to talk openly about the issue.
- As part of the curriculum, greater understanding of bullying in all its forms will be developed.
- Children will be taught strategies to help them deal with bullying situations which they may encounter.
- Staff will respond calmly and consistently to allegations or incidents of bullying.
- The school will protect and support all parties during school / extra curricular time and on school premises whilst issues are resolved.
- To act quickly to minimise the negative impact of bullying.
- To work in line with the school's Behaviour Policy should sanctions be deemed appropriate.

### **Whole School Strategies to Minimise Bullying**

1. A regular programme of PSHE work will support this policy. Our Kidsafe Programme teaches children about their rights and how to seek help. Key messages are supported in classrooms.
2. There will be regular teacher / class discussion, eg. during circle time, dealing with friendship / playtime issues.
3. Peer support will be strongly emphasised: children will be taught how to effectively support a bullied child and how to resist "joining in" with bullying.
4. In addition to messages conveyed by the school, we will also involve organisations such as the NSPCC to carry out work through assemblies and workshops.
5. A school Anti-Bullying Code is in use, giving clear advice to children on what to do if you are a witness or a victim of bullying:

### **If you see someone being bullied:**

- **DO let a teacher or other staff member know**
- **DON'T join in**

### **If you are a victim of bullying:**

- **TELL a teacher or another adult in school (a trusted adult)**
- **TELL your family**
- **TAKE a friend with you if you are scared to tell someone by yourself**
- **KEEP telling people until someone listens**
- **DON'T blame yourself for what has happened**

### **The school's approach is also described in our Child-on-Child Abuse Policy:**

Moorside Primary School attempts through its curriculum, resources and opportunities to **minimise prejudice**. Through PSHE, we explore with children what positive friendship looks like and what is not acceptable. We also seek to **develop respect** and an open culture where children and staff feel confident to **speak out** about possible harmful or unacceptable behaviours. Where appropriate, children are involved in controlling change through their class and school council meetings and they are encouraged to share thoughts about aspects of school life.

Children are actively **taught about safeguarding** through Kidsafe and lessons about online safety. To ensure that **key messages** are retained and applied, each classroom displays reminders and photographs of **trusted adults** are displayed around school.

### **Record Keeping**

Good quality record keeping is important to identify patterns and to make links with historic incidents. The school uses CPOMS (an electronic recording system to record behaviour related incidents). Senior Leaders and Designated Senior Leads for Safeguarding analyse records within this system to identify trends and patterns.

The Headteacher reports to governors each term about the number of negative behaviour related incidents and allegations of bullying.

### **How the School Responds To Specific Allegations of Bullying**

1. Children will know who to talk to in the first instance. This will usually be their class teacher, but it could also be:

- An adult on duty
- Another trusted adult in school – each part of school displays trusted adults

The children must be given every opportunity to report the bullying in the first instance, but it will be the class teacher who will follow up allegations, this maybe in conjunction with the

Headteacher. Therefore, any other adult in a position of responsibility should feed back to the class teacher as soon as possible. The Headteacher should always be informed if an allegation of bullying has been made. This is recorded.

2. The class teacher takes steps to discuss the problem with the perpetrator to establish the situation and talk through any issues. An early resolution is sought using these tactics.

In most cases, the school will consider it important to contact both the parents of perpetrator and the victim. The aim being:

- to acknowledge that a concern has been raised
- to gather background information eg are they aware whether this happened before?
- to provide re-assurance
- to seek support for planned lines of action
- to seek permission to put in place further support
- to inform parents / carers about any sanctions which might be appropriate

3. Both victim and perpetrator are informed that the situation is being monitored. A senior leader will be establish a formal monitoring arrangement which may involve regular communication with all parties. This will be maintained until it is felt that the issue has been solved.

4. If there is no improvement, or further bullying occurs, the parents of the bullying child must be contacted in order to come into school to discuss the problem and to make clear that a zero tolerance policy is being adhered to. Steps outlined in the school behaviour policy will be followed.

5. As a result of the discussion clear expectations are laid down as to:

- Expected behaviour and attitudes;
- Where the bullying child should be at specific times of the day;
- Who they should report to, and when:
- Who they should keep away from:
- What are the arrangements for beginning/ending lessons, lunchtimes, starting and ending day.

Individual circumstance will determine the precise arrangements to be made.

6. Support is given to the bullying child to raise their self-esteem and develop appropriate social skills. It is understood that a child who bullies others may have been a victim of bullying themselves or other forms of treatment which has caused them to behave in a certain way.

7. A support plan is also developed to support the victim of bullying. This may involve work on resilience and confidence building, along with mapping out a daily routine to ensure that the

situation is closely monitored and that the child is clear about how they can report problems and concerns. To ensure that the problem has been solved very close contact is maintained between school and parents for an agreed amount of time.

### **Monitoring and Evaluation of the Policy**

Incidents of bullying and alleged bullying are recorded. This helps the school monitor the effectiveness of its policy and to identify patterns of behaviour and wider issues and causes. A summary of the figures is reported to governors each term. To ensure that any problems are identified and dealt with at an early stage, teachers maintain an ongoing record of concerns brought to them by pupils, parents or staff in case certain patterns of behaviour are taking place.

**Date of Next Review: By September 2023**