

Marsh Green Primary School



Anti-bullying Policy

ANTI - BULLYING POLICY

The role of the Headteacher, as manager of the school, is to ensure *as far as reasonably practicable*, structures and procedures embedded in school behaviour policies prevent bullying.

Bullying will not be tolerated

Bullying is an insidious social problem found in all occupations and walks of life. In the school environment, it can be found amongst the pupils and staff. There are also occasions when staff in school can feel they are being bullied by other staff or parents of pupils.

Bullying can be:

- Physical: pushing, kicking and pinching, or any form of violence and threats.
- Verbal: name calling, sarcasm, spreading rumours or persistent teasing.
- Emotional: tormenting, threatening, ridicule, humiliation and exclusion from groups or activities.
- Racist: racial taunts, graffiti or gestures.
- All racist incidents are recorded within the school system via the Headteacher and recorded on a spreadsheet.
- Sexual: unwanted physical contact and/or abusive comments.
- Homophobic - relating to LGBT abuse for individuals or family members

When an allegation of bullying is made school will:

- Take all incidents seriously and investigate all incidents.
- Support the bullied individual by discussions and helping them to develop strategies to deal with bullies.
- Support the victim by choosing a trusted adult in whom the victim can confide in.
- Support the bully by helping them recognise their unsociable behaviour and offering support to modify that behaviour.
- Involve the bully and the victim and ensure that they are interviewed separately.
- Inform staff so that the pupil is supported and knows who to contact.
- Ensure that action is taken.

- Discuss with parents about the incident.
- All incidents reported to the Governing Body.

Action may include:

- Imposition of sanctions.
- Obtaining an apology.
- Informing parents of the bully and victim.
- Provide appropriate training.
- Provide mentor support for both victim and bully.
- Recording of incident by both victim and bully.
- Peer mentoring
- Restorative Solution

Children who are being bullied at school will not always readily tell those in authority. Staff need to watch for the following indicators:

- Unwillingness to enter school.
- Withdrawn, isolated behaviour.
- Complaints about missing possessions.
- Refusal to talk about a problem.
- Child easily distressed.
- Damaged or incomplete work.
- A sudden decline in the quality of work.

Staff will be able to use their knowledge of the pupils to identify changes in their behaviour that might indicate bullying. Staff will then share this concern and tracking procedures will be put in place.

The following curriculum provision is made to enable pupils to discuss issues:

- Referral to see the Learning Mentor or to attend Nurture.
- Circle time.
- Personal, social, health education and citizenship.
- Religious education.
- Circle of friends.
- Play leader scheme.
- Self-organised learning strategies.
- School council.

- Peer mentoring.
- Buddy system
- Toot Toot an online anonymous referral system for pupils

The management team are investigating:

- Individual plans
- Audit system to identify risk groups and areas.

Available in school are:

- Lucky Duck materials.
- Anger management resources.
- Whistle Blowing policy, available in Employment Handbook for Schools, for staff who require guidance.
- Regular Pastoral meeting
- System for staff to pass on concerns