



# Millhouse

Primary School and Nursery

## Anti-Bullying Policy

To be reviewed: September 2019

Inspiring tomorrow's generation, today.

## MILLHOUSE PRIMARY SCHOOL & NURSERY

### Anti-Bullying Policy

#### 1. Introduction

It is a government requirement that all schools have an anti-bullying policy. This policy reflects government guidance.

Department for Education guidance defines bullying as actions that are meant to be hurtful and which happen on a regular basis. Bullying can be direct (either physical or verbal) or indirect (for example, being ignored or not spoken to). Bullying can also be carried out via technology such as mobile phones or using the internet. This is called "Cyber Bullying".

#### 2. Aims and Objectives

Bullying is wrong and damages individual children. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable.

We aim, as a school to produce a safe and secure environment where all can learn without anxiety, and measures are in place to reduce the likelihood of bullying.

This policy aims to produce a consistent school response to any bullying incidents that may occur.

We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our school.

#### 3. The Role of Governors

The governing body supports the Head Teacher in all attempts to eliminate bullying from our school. The governing body will not condone any bullying at all in our school and any incidents of bullying that do occur will be taken very seriously and dealt with appropriately.

The governing body monitors incidents of bullying that occur and reviews the effectiveness of this policy regularly. The Governors require the Head Teacher to keep accurate records of all incidents of bullying and to report, on request, to the Governors about the effectiveness of the school anti-bullying strategies.

A Parent/Carer who is dissatisfied with the way the school has dealt with a bullying incident, can ask the Chair of Governors to look into the matter. The governing body responds within ten days to any request from a parent to investigate incidents of bullying. In all cases, the governing body notifies the Head Teacher and asks him/her to conduct an investigation into the case and to report back to a representative of the governing body.

#### **4. The Role of the Head Teacher**

It is the responsibility of the Head Teacher to implement the school anti-bullying strategy and to ensure all staff (both teaching and non-teaching) are aware of the school policy, and know how to identify and deal with incidents of bullying. On request, the Head Teacher reports to the governing body about the effectiveness of the anti-bullying policy.

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

The Head Teacher, along with the Deputy Headteachers, ensure that all staff receive sufficient training to be equipped to identify and deal with all incidents of bullying. The "Support Group Approach" is generally used to lead staff to deal with bullying issues.

The 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. This is underlined in the school Behaviour Policy and reward system that is used in the school.

#### **5. The Role of the Teacher and Support Staff**

The staff in our school take all forms of bullying seriously and seek to prevent it from taking place.

If teachers witness an act of bullying, they will either investigate it themselves or refer it to the Deputy Headteachers, who then report to the Head Teacher. Teachers, the Learning Mentor and Support Staff do all they can to support the child who is being bullied. If a child is being bullied then, after consultation with the Head Teacher, the teacher informs the child's parents/guardians.

When any bullying takes place between members of a class, the teacher will deal with the issue immediately. This may involve counselling or using the Learning Mentor, setting up a support group for the victim of bullying, and the punishment for the child who has carried out the bullying. Time is spent talking to the child who has bullied using the Support Group approach to help them to explain why his/her actions were wrong and that child is encouraged to change his/her behaviour in the future. If a child is repeatedly involved in bullying other children, the Head Teacher is informed. The child's parents/guardians are invited into school to discuss the situation. In more extreme cases, for example where these initial discussions have proven ineffective, the Head Teacher may contact an external support agency, such as the specialist teacher service.

All members of staff routinely attend training, which equips them to identify bullying and to follow school policy and procedures with regard to behaviour management.

Teachers use a range of methods to help prevent bullying and to establish a climate of trust and respect for all. They use drama, role-play, stories etc within the formal curriculum, to help pupils understand the feelings of bullied children and to practice the restraint required to avoid lapsing into bullying behaviour. Circle time is used to praise, reward and celebrate success of all children, and thus help to create a positive atmosphere.

## **6. The Role of Parents/Carers**

Parents/Carers who are concerned that their child might be being bullied or who suspect that their child may be a perpetrator of bullying, should contact their child's class teacher immediately. If they are not satisfied with their response, they should contact the Head Teacher or Deputy Headteacher. If they remain dissatisfied they should follow the school's Complaints Procedure.

Parents/Carers should make sure they are aware of and monitor their child's use of technology, such as mobile phones and social networking/communication websites. If they suspect any incidents of cyber-bullying involving their child, or any pupil from the school, they should contact the school immediately.

Parents/Guardians have a responsibility to support the school's anti-bullying policy, actively encouraging their child to be a positive member of the school.

## **7. The role of the Pupils**

Pupils are encouraged to tell anyone they trust if they are being bullied and if the bullying continues they must keep on letting people know.

Pupils are invited to tell us their views about a range of school issues, including bullying, via pupil surveys.

## **8. Monitoring and Reviewing**

This policy is monitored on a day to day basis by the Head Teacher, who reports, on request, to Governors about the effectiveness of the policy.

This Anti-bullying Policy is the Governors' responsibility and they review its effectiveness annually. They do this by discussion with the Head Teacher. Governors analyse information for patterns of people, places or groups. They look out in particular for racist bullying or bullying directed at those with disabilities or special educational needs.