



Agreed May 2021

Review date 2023

Statement of intent

We are a 'telling' school. It is unacceptable for either children or adults to be hurt emotionally or physically. If it happens, children are told to tell their teacher, their friends, the lunch time supervisors, teaching assistants, the head teacher, or their parents who will phone the school. It is everyone's responsibility to prevent it happening. Adults are encouraged to contact their line manager in the first instance.

Any accusation of bullying will be taken seriously, listened to and investigated promptly. Where bullying is identified firm and prompt action will be taken. There are a range of approaches and sanctions available to staff depending on the seriousness of the situation. All reported incidents will be dealt with at the first opportunity.

What children can do

- Take action – there are many people ready to help.
- Tell someone.
- Tell an adult.
- Tell a teacher.

The school will provide a secure, caring community where everyone can learn their own self-worth in an atmosphere of tolerance, mutual respect and cooperation. We intend the school to be a happy and enjoyable place to work, which will provide the opportunity for every child and adult to fulfil their potential in an attractive, well resourced and stimulating environment.

We will encourage children to become confident, independent learners who are able to contribute positively to the school and the community in which they live so can take their full place in society secure as individuals, whilst able to respect the needs and values of others.

In line with this statement:

- All bullying, of any sort, is therefore unacceptable.
- Pupils who experience bullying will be supported.
- We recognise the effects that bullying can have on pupils' feelings of worth and on their school work, and the school community will actively promote an anti-bullying environment.

Our intentions in producing this policy are

To ensure that the school has an agreed understanding of bullying.

To prevent bullying by making children and adults more aware of others' needs and feelings, e.g. in circle time, PSHCE curriculum, R Time.

To promote the school code of behaviour consistently.

To provide a safe and supportive environment for all children and adults involved in any incident.

To reduce and to eradicate, wherever possible, instances in which pupils are subject to any form of bullying.

To respond effectively to all instances of bullying that are reported to us.

To establish a means of dealing with bullying, and of providing support to pupils who have been bullied.

To provide support for pupils who are accused of bullying, who may be experiencing problems of their own?

To ensure that all pupils and staff are aware of the policy and that they fulfil their obligations to it.



To meet any legal obligations which rest with the school.

Definition of bullying

Deliberate use of power by one person or a group over another to hurt them (physically/emotionally) repeatedly. STOP (several times on purpose) this anachronism clarifies the difference between bullying and simply falling out.

It can take many forms but the main types are;

Physical – hitting, kicking, taking another's belongings

Verbal – name calling, insulting, making offensive remark

Indirect – spreading nasty stories about someone, exclusion from social groups, being made the subject of malicious rumours.

Cyber bullying - This is where bullying takes place via text messages, e-mails and on social networking sites or gaming platforms. Children and adults will be taught how to stay safe when using interactive technologies. (Refer to e safety policy)

Some forms of bullying are attacks not only on the individual, but also on the group to which he or she may belong.

Racist bullying

In racist bullying, a person is targeted for representing a group, and attacking the individual sends a message to that group. Racist bullying is therefore likely to hurt not only the victim, but also other people from the same group, and their families. Racial harassment will not be tolerated. All incidents are recorded in a separate incident book and reported to the LA each year. The school has a separate policy for Race Equality.

Homophobic bullying

We aim to have an ethos which is inclusive and tolerant of difference. Often homophobic bullying is distinguished by the language used to verbally abuse others and/or their carers. Taunts do not have to be true to be hurtful. These issues will be discussed with respect to the age and stage of development of individual pupils.

Bullying of pupils who have special educational needs or disabilities.

We are inclusive and support all pupils. Special educational needs and disabilities are not always visible. It is important to the school that pupils understand, tolerate and support pupils with learning and physical differences.

What parents can do

- Watch for signs of distress in your children – this could be bed wetting and disturbed sleep, an unwillingness to come to school or a pattern of headaches or stomach upsets.
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PSHCE

What the school will do to create an anti-bullying climate in school.

- Create a positive ethos and expectation of good behaviour based on our Behaviour Policy.
- Notice what takes place outside the classroom as well as in it.
- Hold Circle time for each class.



- Use positive strategies to encourage children to talk about what happens in school – finding out.
- Work hard to ensure that all pupils know the difference between bullying and simply ‘falling out’.
- Listen to children and adults.
- Investigate all accusations.
- Take bullying seriously and find out the facts.
- Record all incidents.
- Support children and adults who are being bullied.
- Teach coping strategies being careful that they don’t give the impression that it’s all up to the victim.
- Help bullies to change their behaviour.
- Impose sanctions if necessary.
- Keep parents informed.
- Take part in anti-bullying week each year (usually November).
- Design a curriculum that raises awareness about bullying and our anti bullying policy.
- We will publish our anti-bullying policy on the school web site.
- We will provide regular training/reminders for teachers and non-teaching staff on spotting the signs of bullying and how to respond to it.

Action to be taken in the event of an accusation of bullying

The accusation will be taken seriously and recorded.

The child’s teacher will be informed.

All parties will be listened to and appropriate records made.

Where bullying is suspected the head teacher will be informed.

Where bullying is confirmed parents will be consulted.

A decision will be made on the most appropriate action to take.

A record will be kept.

The appropriate course of action will be taken from the following

Parents will be involved at an early stage. A meeting with parents may be necessary.

Upon discovery of an incident of bullying, we will discuss with the children the issues appropriate to the incident and to their age and level of understanding.

RESPONDING TO INCIDENTS WHEN THEY OCCUR

Pupils who have been bullied should report this to:

- Their identified trusted adult in school
- Any member of staff (Teachers, Teaching Assistants or Midday Supervisors)
- Their parents
- A school friend

Pupils who see others being bullied should report this to:

- Any of the above

Members of staff who receive reports that a pupil has been bullied should report this to

- A member of the senior management team (Head, Deputy Head or Senior Teacher)

Reports of bullying will be logged by:



- The class teacher or member of the Senior Leadership Team. (SLT)

Where bullying is of a racist nature, we will report this to the Local Education Authority using the Racial Incident Report Form.

- All reports will be taken seriously and will be followed up by the class teacher or member of the SLT

We will provide support to pupils who are bullied:

They will be reassured that they do not deserve to be bullied and this is not their fault.

- We will assure them that it was right to report the incident.
- We will encourage them to talk about how they feel.
- We will try to ascertain the extent of the problem.
- We will engage them in making choices about how the matter may be resolved.
- We will try to ensure that they feel safe.
- We will discuss strategies for being safe and staying safe.
- We will ask them to report immediately any further incidents to us.
- We will affirm that bullying can be stopped and that our school will persist with intervention until it does.
- We will involve their friends / older pupils in peer support / the buddy system/mediation

We may then adopt strategies from the following list as appropriate:

- We will speak with the pupil (or pupils) involved in bullying separately.
- We will listen to their version of events.
- We will talk to anyone else who may have witnessed the bullying.
- We will reinforce the message that bullying is not acceptable, and that we expect bullying to stop.
- We will seek a commitment to end the behaviour.
- We will affirm that it is right for pupils to let us know when they are being bullied.
- We will adopt a joint problem solving approach where this is appropriate, and ask the pupils involved to help us find solutions to the problem. This will encourage pupils involved to take responsibility for the emotional and social needs of others.
- We will consider sanctions under our school's Behaviour and Discipline Policy.
- We will advise pupils responsible for bullying that we will be checking to ensure that bullying stops.
- We will ensure that those involved know that we have done so.
- When bullying occurs, we will contact the parents of the pupils involved at an early stage.
- We will keep records of incidents that we become aware of and how we responded to them.
- We will follow up after incidents to check that the bullying has not started again.
- We will also work with pupils who have been involved in bullying others to ascertain the sort of support that they themselves need.

There is a tendency, often quite a natural one, to want to investigate an incident and "get to the bottom of it." Sometimes this will be entirely appropriate. There will be other occasions where an extended investigation is actually unhelpful and where a problem solving approach will be the most effective response.

Our policy will be to use our discretion to respond flexibly and in an appropriate way to each incident

WHEN TOUGHER MEASURES ARE NEEDED



If necessary, we will invoke the following range of sanctions that are in line with the school's behaviour and discipline Policy. These include

- Removal from the group (Within the class)
- Withdrawal of break and lunchtime privileges
- Withholding participation in school events that are not an essential part of the curriculum.
- In extreme cases we will also consider fixed term and / or permanent exclusion from school.

OUR RESPONSIBILITIES

Everyone within school is expected to:

- Act in a respectful and supportive way towards one another
- Adhere to and to promote the objectives of this policy.

Pupils are expected to:

Report all incidents of bullying and suspected incidents that victims may be afraid to report.

- Support each other and to seek help to ensure that everyone feels safe and happy and nobody feels excluded or afraid in school.

Parents can help by:

- Supporting our anti-bullying policy and procedures.
- Encouraging their children to be positive members of the school community.
- Discussing with their child's teacher any concerns that their child may be experiencing bullying or if they are unhappy in some other way.
- Helping to establish an anti-bullying culture outside of school.

BULLYING OUTSIDE THE SCHOOL PREMISES

Schools are not directly responsible for bullying that occurs off the premises but we know that bullying can occur outside the school gates and on journeys to and from school. The bullying may be done by pupils from our own school, by pupils from other schools or by people who are not at school at all. Where a pupil or parent informs us of bullying off the school premises we will:

- Talk to pupils about how to avoid or handle bullying outside of school.
- Talk to the Head teacher of any other school whose pupils are bullying.
- Talk to the police where this is deemed necessary.

The DfE says that, "exceptionally failure to take disciplinary steps to combat harmful behaviour outside the school might breach the school's common duty of care." Legal Services advise that schools can take disciplinary action against pupils for incidents that occur outside of school.

CONCERNS, COMPLAINTS ... AND COMPLIMENTS

We recognise that there may be times when parents feel that we have not dealt well with an incident of bullying and we would ask that this be brought to the Head teacher's notice.

If the Head teacher cannot resolve these concerns informally, parents can raise their concerns more formally through the school's Complaints Procedure a copy of which may be viewed on the website or a paper copy obtained from the school office.

We would also be pleased to receive Compliments – feedback from parents when things have gone well.

EVALUATING OUR POLICY

We will evaluate our anti-bullying policy using the following measures:

Mullion Anti Bullying Policy



- The numbers of incidents that are reported to staff over a given period.
- Pupils' perceptions of bullying in school through structured discussions in class time.
- The number of days of absence which are thought to arise as a consequence of bullying.
- We will investigate patterns of absence to ensure that children are not taking unnecessary days off school due to fear of being bullied.
- The number of complaints and compliments that we receive from parents.
- From the comments made by visitors and other people connected with the school.

OWNERSHIP OF THIS POLICY

This policy was agreed by staff and governors of the school.

The policy applies to all staff and to all pupils, whether temporarily or permanently on the school roll.

The Head teacher is responsible for introducing and implementing this policy.

However all staff, all pupils and their parents have an active part to play in the development and maintenance of the policy, and in its success.

One of our Governors will take a special interest in bullying within school. Governors will be given regular information on bullying within school and a report on the operation of this policy.

Disucsd and agreed by staff May 2021

Signed D.G Ratcliffe Head teacher

Signed K Wilson Chair of Governors