

MOORLANDS JUNIOR SCHOOL



Anti-bullying Policy

Policy adopted: June 2016
Due for Review: June 2019

At Moorlands Junior School we believe that all pupils have a right to learn in a supportive, caring and safe environment without the fear or being bullied. We are committed to a policy of inclusion, to equality and justice. We believe that bullying behaviour is totally unacceptable. We believe that where bullying is challenged effectively pupils will feel safe and pupils will be able to fully benefit from the opportunities available at Moorlands.

Definition

Bullying is behaviour by an individual or group, repeated over time that intentionally hurts another individual or group, either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages or the internet). Bullying can be direct (either physical or verbal) or indirect (e.g. being ignored or not spoken to).

Purposes of the Policy

The purposes of this policy are to address the following issues:-

Welfare of Victims 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.

Effects There may be evidence of changes in work patterns, lacking concentration or truanting from school. Victims can become depressed and this can continue into their adult lives. Pupils must be encouraged to report bullying in schools. Bullying can have a negative effect on all members in a class.

Safety and Environment A safe educational environment is a necessity for effective, stimulating learning. Bullying, that is not dealt with effectively, puts this in jeopardy.

Aims of this policy

- 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.
- To ensure all members of school community feel secure in the knowledge that bullying will not be tolerated
- To maintain a climate in school where pupils feel confident that they can confide in a member of staff if they are being bullied and that the allegations will be taken seriously and fully investigated
- To have agreed procedures for all staff for the investigation and recording of suspected incidents of bullying which are consistent throughout the school

- 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.

Preventative Action

At Moorlands Junior School we believe that an Anti-bullying policy is about being proactive as well as reactive and we seek to actively prevent bullying.

- Actively developing an ethos in school where we deplore bullying and are 'proud' that bullying is not tolerated in our school
- A behaviour policy that is implemented consistently throughout school
- Awareness raising through Friendship week, assemblies or lessons
- Clear anti-bullying policy which all members of the school are aware of
- Anti-bullying message embedded throughout the curriculum and through a Friendship/ Anti-Bullying Week each year.
- Circle Time – opportunities for children to discuss sensitive issues in a safe environment
- Positive role models reflected through staff behaviour
- Developing and supporting home, school and community partnerships
- Informal group work sessions in smaller groups than class size, such as Achievement and Enrichment afternoons, where children feel freer to talk than they might do in a whole class situation.
- Staff are vigilant, particularly at break times

Dealing with Incidents of Bullying

The following steps are taken by the school when dealing with incidents:

- any incident/ allegation will be dealt with immediately by the member of staff who has been approached, using the consequences set out in the behaviour policy
- if bullying is suspected or reported, a clear account of the details will be recorded by that member of staff and given to the pastoral leader who will investigate. The head teacher or deputy head teacher may also be informed.
- a meeting will take place between the class teacher and the pastoral leader and a plan of action will be agreed and appropriate records will be kept
- measures will be used as appropriate and in consultation with all parties concerned, in line with the school behaviour policy

Pupils who have been bullied will be supported by:

- offering an immediate opportunity to discuss the experience with their class teacher 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.

Role of Staff

- All the staff in our school take all forms of bullying seriously, and seek to prevent it from taking place.
- Teachers keep their own records of all incidents that happen in their class, and that they are aware of in the school in the appropriate concerns file. If teachers witness an act of bullying, they will investigate it themselves and refer to the Pastoral leader. Teachers and support staff do all they can do to support the child who is being bullied.
- When bullying takes place between members of a class, the teacher will deal with the incident immediately. This may involve mentoring and support for the target, and punishment for the offender. Time is spent talking to the child who as reported the bullying as well as all parties involved. This is then followed up with the child who has done the bullying, explaining to them why their action was wrong and how they should change their behaviour in future. In order to do this we need to use restorative practice. We may invite the child's parents into school to discuss the situation. In more extreme cases e.g. where these initial discussions have proved ineffective, the Head teacher may contact external support agencies (such as Social Services).
- The Head teacher and Pastoral Leader hold behaviour incident log books with potential bullying incidents. The log includes the actions undertaken and any monitoring required. The head teacher also reports to the Governors Termly any incidents recorded in the 'Head's Report'.
- Opportunity will be given to the target to express the feelings in a supportive and caring environment. We recognise the importance of helping the bully understand how they made the target feel and how they can make amends using restorative practice approach.
- 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, assemblies etc. within the formal curriculum, to help pupils understand the feeling of bullied children, and to practise restraint required to avoid lapsing into bullying behaviour.
- Assembly time and classroom routines seek to praise, reward and celebrate the success of all children and thus help to create a positive atmosphere.

The Role of Parents

Parents, who are concerned that their child might be being bullied, or suspect that their child may be the perpetrator of bullying, should contact their child's class teacher.

Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school.

The Role of Pupils

Without the support of pupils we will not be able to prevent bullying. That is why our pupils will be consulted in the development of Moorlands Junior School as a safe and secure environment for them to achieve and learn through the school and class council. Pupils are encouraged to tell anybody they trust within school if they feel they are being bullied, and if the bullying continues they must keep on letting people know.

Pupils must recognise that being a "bystander" is not acceptable. Silence supports the bullying and makes the "bystander" in part responsible for what happens to the victim of bullying.

Monitoring, Evaluation and Review

- The school will review this policy annually and assess its implementation and effectiveness.
- The policy will be promoted and implemented throughout the school.