



# Anti-Bullying Policy

## Marlborough Primary Academy

### Definition of Bullying

The school uses the DfE guidance to define bullying as:

Actions that are meant to be hurtful, and which happen on a regular basis and involve an imbalance of power. This includes actions that are direct (either physical or verbal) or indirect (e.g. being ignored, excluded or not spoken to).

It is recognised that bullying can take place outside of school through the use of mobile phones and social networking sites. This is termed cyber-bullying.

With the children we use the mnemonic **STOP**.

Several **T**imes **O**n **P**urpose

### Aims and objectives

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. Bullying is wrong and damages an individual child's emotional welfare and stuns their development. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable.

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

### The role of governors

The governing body supports the headteacher in all attempts to eliminate bullying from our school. The policy statement makes it very clear that the governing body does not allow bullying to take place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

The governors require the headteacher to keep accurate records of all incidents of bullying, and to report to the governors on request about the effectiveness of school anti-bullying strategies.

### The role of the headteacher

The headteacher sets the school climate of mutual support and praise for success through the school's positive behaviour strategies, thus making bullying less likely. It is the responsibility of the headteacher to implement the school's anti-bullying strategy, and to ensure that all staff (both teaching and non-

teaching) are aware of the school policy, and know how to identify and deal with incidents of bullying. The head teacher will keep records of incidents of bullying, actions and outcomes.

The headteacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The headteacher draws the attention of children to this fact at suitable moments e.g. during the annual anti bullying week and through the school council.

### **The role of the teacher and other members of staff**

Teachers and support staff work with all the children in their class and the wider school to establish a climate of trust and respect for all. We do this through praising, rewarding and celebrating the success of all children, and also addressing incidents of poor behaviour or bullying.

All staff in our school take all forms of bullying seriously, and seek to prevent incidents from taking place. They may keep their own records of all incidents that happen in their class, and that they are aware of in the school.

If staff witness an act of bullying, they do all they can to support the child who is being bullied. The staff member reports every event of bullying to the headteacher who keeps an incidents logbook, where all incidents of bullying are recorded.

If, as members of staff, we become aware of any bullying taking place between the children, we deal with the issue immediately. This may involve counselling and support for the victim of the bullying, and punishment for the child who has carried out the bullying. We spend time talking to the child who has bullied, we explain why the action of the child was wrong, and we endeavour to help the child change their behaviour in future.

If a child is repeatedly involved in bullying other children, we inform the headteacher. The parents are invited into the school to discuss the situation and decide a way forward for their child.

### **The role of parents**

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

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

### **The role of children**

It is important that children recognise their role as bystanders when bullying occurs. Evidence suggests that there are 4 types of bystander:

1. **Assistants** who join in and assist the bully.
2. **Reinforcers** who do not actively attack the victim but give positive feedback to the bully, providing an audience by laughing and making other encouraging gestures.
3. **Outsiders** who stay away, not taking sides with anyone or becoming involved, but allowing the bullying to continue by their 'silent approval'.

These behaviours do not take a supportive stance.

4. **Defenders** who show anti-bullying behaviour, comforting the victim, taking sides with them and trying to stop the bullying by telling adults.

We instil in our children the '**Power for Good**' and we want our school to be a telling school where children take on the role of defender and tell adults what they have seen. In this climate bullying is not seen as acceptable by all the children

**Date: November 2017**

Review on or before November 2020

### **Procedures for dealing with incidents of bullying**

These procedures were drawn up in conjunction with the school council and shared with the whole school during the annual Anti-Bullying week in November.

At Marlborough Primary Academy, staff treat reports of bullying or suspected bullying very seriously.

After an incident has been reported, the following steps will be taken.

1. Staff will talk to the child concerned and the alleged bully.
2. Staff will ascertain whether the alleged incident is bullying.
3. If staff feel bullying has taken place, bystanders will be spoken to.
4. If appropriate, the bully's parents will be informed and invited in to talk about positive strategies to promote positive behaviour and stop further bullying.
5. The parents of the bullied child will also be informed of any action taken.
6. Sanctions
  - a. The bully will be made aware of the effect their behaviour is having on others.
  - b. The situation will be monitored by the class teacher and head teacher.
  - c. Sanctions for the bully may include withdrawal from certain activities including isolation at play/lunchtimes.
  - d. The victim of the bullying will be supported through friendship groups to regain self-esteem and confidence. After a specific period of time, the bully will be reintegrated to normal class events. The situation will continue to be monitored.
  - e. If reintegration is unsuccessful and the bullying continues, steps 'c' and 'd' will be repeated. External agencies may become involved.
  - f. The school reserves the right to exclude a child, either on a temporary 'fixed term' or 'permanent' basis, if the above actions are unsuccessful.
7. Raising both children's self-esteem will be a priority during this time.

Remember, bullying is:

**Several Times On Purpose**

The School Council children have come up with a set of useful steps to deal with bullying.

What is bullying?

Bullying is defined as the repetitive, intentional hurting of one person or group by another person or group, over a period of time, where the relationship involves an imbalance of power.

Several **T**imes **O**n **P**urpose



We want everyone to use their **Power For Good** so remember:

1. Be kind to yourself.
2. Be kind to others.
3. Play with children who make you feel good.

What can I do if I'm being bullied?

1. Firstly, it's not your fault.
2. Be strong and say "I don't like it, please stop!"
3. Never retaliate, to avoid being hurt or getting in trouble yourself.
4. Tell someone you trust, like a parent or trusted adult in school.
5. Just remember, there is always help available.

Cyber-bullying has the same effect as face to face bullying but takes place over the internet or through phones.

What can I do to keep myself safe?

1. Keep your personal information private.
2. Use a strong password.
3. Know how to block someone if you feel uncomfortable or upset.
4. If you receive nasty messages, texts, comments etc., block the person sending them and always report it to a trusted adult.
5. Don't reply to a bullying message but do keep it all the messages, texts or emails as evidence.

And, always tell **SOMEONE**.

Date: November 2017