



# Middlewich Primary School

## Anti-Bullying Policy



*'Stand Up, Speak Out!'*

### **Agreed Definition of Bullying.**

*'Bullying is any unwanted, intentional, negative act or actions that are meant to hurt a person, their feelings or property. These acts or actions are repeated over a period of time and involve a real or perceived power imbalance.'*

### **Context of the School**

Middlewich Primary is a large two-form entry school with resourced provision for hearing impaired children. The school is strongly committed to inclusion and we have a significant number of children who have additional difficulties and therefore may be particularly vulnerable to being bullied.

Through assemblies and circle times, discrimination is actively challenged and children are encouraged to not be a bystander to things that are wrong such as bullying, racism and homophobia. We work hard to make sure that within the school there is a strong caring ethos, which is evident in the relationships shown between the pupils, all the staff, the parents and the governors. Pupil well-being has a high priority, as shown in the school mission statement, "the needs of children lie at the heart of all we do."

Safeguarding procedures are followed and the school works hard to ensure all pupils are happy, make good progress relative to their starting points and are protected from harm.

The curriculum is used to encourage high self-esteem, tolerance to others and respect for diversity. The school promotes a culture and ethos in which everyone is equally valued and treats one another with respect.

The school has a clear Behaviour and Discipline Policy, Code of Conduct for pupils and staff (including agreed rights and responsibilities) and also a Policy promoting Racial Equality.

The school recognises that everyone must remain vigilant regarding pupil welfare and needs to work continually to improve the quality of care. It is with this in mind that this policy is written.

### **Aims and objectives**

- 1 To provide a supportive, caring and safe environment where children can learn (and play) without fear of being bullied or harassment of any kind.

- 2 To establish what actions the school will take to ensure that children remain safe and free from bullying.
- 3 To work in partnership with parents and the wider community to challenge prejudice and discrimination, and promote equality and good relationships.
- 4 To raise awareness of staff to issues related to bullying and ensure staff understand their roles and responsibilities in dealing with incidents of it.
- 5 To set down procedures for staff to deal with incidents of bullying

### **Recognising Bullying**

Bullying can take many forms, including:

- 1 name calling
- 2 ostracising
- 3 excessive teasing
- 4 threatening
- 5 extortion
- 6 physical assault
- 7 attacks on property
- 8 cyber bullying (which can involve most of the above)

Each of these can impact upon the long-term emotional well-being and self esteem of the victim

Bullying is a series of incidents. On occasion children may 'fall out' over petty issues, leading to an unpleasant act. In this case, the incident will be viewed as a 'one off' and dealt with appropriately. It will only be classed as bullying if it continues.

Children will be taught to recognise what bullying is, that it can happen to anyone of us and it is never our fault. This will be done through assemblies, circle time, PSHE lessons and anti-bullying focus weeks. Teachers will use a range of resources including those from NDCS to support pupils' understanding.

### **Tackling Bullying**

Middlewich Primary is a 'Telling School.' By that we mean children, parent/carers and staff will be encouraged to report any suspected incidents of bullying. Children will learn to understand that everyone has responsibility for bullying in the school, that ignoring it is wrong and we all have a duty to take care of one another

The school will support children so that they feel able to approach any member of the school staff, confident that their concerns will be sensitively investigated.

Children, who are reluctant to report concerns face-to-face, will be able to use the 'Tell Someone' boxes.' These will be checked every week and any issues dealt with straight away.

**We guarantee that we will always investigate every report of a bullying incident.**

**Where bullying is identified the school will react firmly and promptly.**

All staff will be informed how to deal with incidents.

**Investigations may result in the following actions:**

- 1 Reporting back to the child or parent.
- 2 Supporting and working with children who are being bullied.
- 3 Working with bullies to improve their behaviour.
- 4 Involving parents at an early stage, including the parents of the child who is being bullied and the parents of the bully.
- 5 Using a range of punishments, including exclusion but only if all other avenues fail.
- 6 Seeking help from other agencies where necessary e.g. involving the Educational Psychologist.

(See appendixes)

Children will be expected to take responsibility for their own actions and to support the school in maintaining our **Anti Bullying Community**. Outstanding behaviour will be encouraged and reinforced through positive praise, displays of simple rules and by following the school Behaviour Policy and Code of Conduct.

A designated 'anti bullying' governor will be appointed and the Governing body will ensure that the school complies with the relevant legislation and that the Policy is implemented.

This governing body will also review the policy annually.

**Signed: Chair of Pupil Welfare and Partnerships Committee**

**Signed: Chair of Governors**

**Date:**

(See also Policy on Child Protection and Policy on promoting Equality)

## Anti-bullying Policy

### Appendixes

#### Strategies for Prevention

|                        |  |
|------------------------|--|
| Listen to children     | <ul style="list-style-type: none"><li>• Being a 'Telling School'</li><li>• Trust children</li><li>• Be open-minded</li></ul>   |
| Raising awareness      | <ul style="list-style-type: none"><li>• Anti-bullying weeks</li><li>• Circle times</li><li>• Assemblies</li><li>• PSHE curriculum</li></ul>  |
| Tell someone box       | <ul style="list-style-type: none"><li>• Whole school assembly to promote 'telling'</li><li>• Box on display on assembly display area</li><li>• Regular checking of reports</li></ul>   |
| Playground Supervision | <ul style="list-style-type: none"><li>• Teachers to model games in the different zones</li><li>• Staff playground log to record any concerns</li><li>• Mid-day supervisor links to classes</li><li>• Playground zones</li><li>• Range of resources to promote a range of games and activities for individual and groups</li><li>• Playground leaders to lead different games</li></ul> |
| Community Links        | <ul style="list-style-type: none"><li>• Work with PCSO</li></ul>   |
| Buddy systems          | <ul style="list-style-type: none"><li>• Cross class links</li><li>• Individual buddies to support vulnerable children</li></ul>  |
| Pupil Responsibility   | <ul style="list-style-type: none"><li>• Class posters signed by all children</li><li>• School Code of Conduct on display across the school</li><li>• School Council to agree policy and practice</li></ul>   |
| Behaviour Management   | <ul style="list-style-type: none"><li>• Recognise positive behaviour</li><li>• Reward systems</li><li>• Traffic lights</li></ul>   |
| Role Models            | <ul style="list-style-type: none"><li>• Staff to act as role models showing respect for all</li><li>• Promote good manners and thoughtfulness</li></ul>  |
| Communication          | <ul style="list-style-type: none"><li>• All staff to know how to report concerns</li></ul>   |
| Transition             | <ul style="list-style-type: none"><li>• Vulnerable pupils identified</li><li>• Liaison between teachers, teaching assistants and supply teachers</li></ul>   |
| Additional Support     | <ul style="list-style-type: none"><li>• Circle of Friends</li><li>• Breakfast Club</li></ul>   |

### Suggested actions for dealing with incidents

| <b>Victim</b>   | <b>Perpetrator</b>                            |
|---|---|
| Give time and Listen to whole story                                       | Listen to whole story                         |
| Speak to other children   | Speak to other children                       |
| Speak to the child away from the suspected bully                          | Speak to the child away from the victim       |
| Speak to parents/carers   | Speak to parents/carers                       |
| Circle of Friends   | Remove from class                             |
| Build self esteem   | Miss break-times                              |
| Work with Learning Mentor   | Complete work on the effects of bullying      |
| Appoint a buddy   | Write out the agreed class policy on bullying |
| Supportive playtime timetable   | Write letter of apology to the victim         |
| All staff to monitor child and report any future concerns                 | Send letter home to parents                   |
| Update parents/carers weekly  | Playtime rota for supervision                 |
| Create a playground log to record incidents and promote positive feelings | Review behaviour weekly                       |
| Record incident on SIMS   | Record incident on SIMS                       |