



MIDDLETON PARISH CHURCH SCHOOL

Anti-Bullying Policy

Rationale:

The governors have ensured that as a Church school our ethos is firmly rooted in gospel values with love being the foundation of everything we do. We recognise that our children are made in the image of God and possess unique gifts and qualities. We seek to ensure that all members of our school family feel safe in school and truly believe that: -

- Bullying is unacceptable – we do not want any form of bullying in our school
- Bullying is a problem to which solutions can be found
- Seeking help and openness are regarded as signs of strength not weakness
- All members of our community will be listened to and taken seriously
- Everyone has the right to enjoy and achieve in an atmosphere that is free from fear
- All of us have a responsibility to ensure that we do not abuse or bully others
- Children and young people should talk to an adult if they are worried about bullying and have a right to expect that their concerns will be listened to and treated seriously
- Children and young people should be involved in decision-making about matters that concern them
- We all have a duty to work together to protect vulnerable individuals from bullying and other forms of abuse
- We tackle bullying best by encouraging an environment where individuality is celebrated and individuals can develop without fear.

Definition of Terms

What is Bullying?

Our understanding of bullying is as follows:

“Behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally”

Children will quite normally in the course of the year fall out with friends and make up these friendships. Whilst these are never easy times they do not usually result in the type of behaviours we would associate with bullying, i.e. happen **“usually repeated over time”**. However we will still of course investigate these incidents as we would with any other incident. Bullying behaviour can take place either in person or online or by mobile phone.

Aims and Objectives

The aim of our anti-bullying policy:

- To assist in creating an ethos in which attending Middleton Parish Church School is a positive experience for all members of our community
- To make it clear that all forms of bullying are unacceptable
- To enable everyone to feel safe while at school and encourage pupils/children/young people to report incidents of bullying
- To deal with each incident of bullying as effectively as possible, taking into consideration the needs of all parties and of our community, and, as a result, to reduce the incidents of bullying
- To support and protect victims of bullying and ensure they are listened to
- To help and support children/young people displaying bullying behaviour to change their attitudes and understand why it needs to change
- To liaise with parents and other appropriate members of our community
- To ensure all members of our community feel responsible for helping to reduce bullying

The objectives of our anti-bullying policy: -

- To maintain and develop effective listening systems for children, young people and staff
- To involve all staff in dealing with incidents of bullying effectively and promptly
- To equip all staff with the skills and information necessary to deal with incidents of bullying
- To involve the wider school/setting community (e.g. midday supervisors, part-time staff/volunteers) in dealing effectively with, and if necessary referring, bullying incidents
- To communicate with parents and the wider school/setting community effectively on the subject of bullying
- To acknowledge the key role of every staff member in dealing with incidents of bullying
- To ensure that all incidents of bullying are recorded and appropriate use is made of the information, where appropriate sharing it with relevant organisations
- To promote emotional health and wellbeing across the whole school/setting and for all members of our community to role-model this in all situations

Practice and Procedures

PREVENTING...

A. What we do to prevent bullying

Everyone involved in the life of the school/setting must take responsibility for promoting a common anti-bullying approach. Through the consultation process, all involved have agreed to: -

- be supportive of each other
- provide positive role models

- convey a clear understanding that we disapprove of unacceptable behaviour
- be clear that our principles are founded on Gospel values.
- be fully involved in the development of the anti-bullying policy and support anti-bullying practice
- support each other in the implementation of this policy

All the members of the school/setting community are expected to report incidents of bullying. **All staff** have a vital role to play as they are at the forefront of behaviour management and supporting children's sense of well-being. They have the closest knowledge of the children in their care, and should build up a relationship involving mutual support, trust and respect.

Staff have agreed to: -

- Provide children with a framework of behaviour including rules which support the whole school/setting policy
- Emphasise and behave in a respectful and caring manner to children/young people and colleagues, to set a good tone and help create a positive atmosphere
- Raise awareness of bullying through the curriculum including activities, stories, role-play, discussion, peer support, school/children's council, etc.
- Through the head teacher/senior staff member, keep the governing body well informed regarding issues concerning behaviour management
- Provide a key staff member who is a responsible for the monitoring of the policy

Governors have a duty to: -

- Be fully informed on matters concerning anti-bullying
- Regularly monitor incident reports and actions taken to be aware of the effectiveness of this policy
- Identify one governor to lead on anti-bullying within school leadership

Through the development and implementation of this policy, Middleton Parish Church School trusts that all children, young people, parents/carers and staff will: -

- Feel confident that everything is being done to make our school a safe and secure environment
- Know who can be contacted if they have any concerns about bullying
- Feel supported in reporting incidents of bullying
- Be reassured that action regarding bullying will take place

RESPONDING...

B. Reacting to a specific incident

Recording

All incidents will be recorded by the school. A senior member of staff will take responsibility for ensuring that the incident is properly recorded and that the record is updated as necessary throughout an investigation.

Parents of all children/young people involved will be informed of what has happened, and how it has been dealt with. All discussions and actions relating to the incident/investigation will be documented and added to the incident log.

Dealing with an Incident

Whenever a bullying incident is discovered, the school/setting will go through a number of steps. The exact nature of each step will be adapted to suit the nature and severity of the incident, and the response of those involved.

1 When a bullying incident has come to the attention of adults in the school, it will be taken seriously and action will be taken.

School expects to support all involved by: -

- Talking the incident through with all parties involved
- Supporting the person who has been bullied to express their feelings
- Supporting the person displaying the bullying behaviour to express their feelings
- Discussing which rules(s) have been broken
- Discussing strategies for making amends

2 Measures will be in line with the school's behaviour and discipline policy, and may include: -

- Explanation why the inappropriate behaviour is unacceptable
- Reparation of damaged relationships
- Time away from an activity
- Meeting with staff, parent and child
- Missing another activity
- Formal letter home from the senior staff member/head teacher expressing concerns
- Time out from the classroom
- Pastoral support plan
- Fixed term exclusion
- Permanent exclusion

3 Safeguarding procedures will be followed when child protection concerns arise

Review of policy

In line with all policies, this policy will be reviewed after 2 years.

It may also be reviewed and amended, in consultation with all stakeholders, in the light of events or experience. The Stakeholders of this policy are children and young people, staff, parents and carers, governors and people from other organisations involved with the life of Middleton Parish Church School.

Data from the monitoring and recording of incidents (including 'nil' returns) will also inform policy review and will be seen by governors once a term.

Review Date: February 2018

Appendix 1

Bullying Incident Record Form

Date: Recorded by:
Type of Bullying Behaviour: Racist Homophobic Ganging up on an individual other _____
What happened?
Action Taken:
Parents involved:
Head teacher's signature Date