



# Miers Court Primary School

## Anti-Bullying Policy

<b>Policy Scope:</b>	<b>Miers Court Primary School</b>
<b>Responsibility:</b>	<b>Local Academy Board</b>
<b>Date Adopted:</b>	<b>September 2023</b>
<b>Review Frequency:</b>	<b>Every 2 years</b>
<b>Review Date:</b>	<b>September 2025</b>

## **Anti – Bullying Policy**

### **Rationale**

Everyone at Miers Court Primary School has the right to feel safe, respected and happy. Only if this is the case will all members of the school community be able to achieve to their maximum potential. Bullying of any sort prevents this being able to happen and prevents equality of opportunity. It is everyone's responsibility to prevent this happening and this policy contains guidelines to support this ethos.

Where bullying exists, the victims must feel confident and supported to activate the anti-bullying systems within the school to end the bullying. It is our aim to challenge attitudes about bullying behaviour, increase understanding for bullied pupils and help build an anti-bullying ethos in the school. This document outlines how we make this possible at Miers Court.

### **Definitions of Bullying**

Bullying is deliberately hurtful behaviour that is repeated over a period of time. This can take the form of name-calling, violence, threatened violence, isolation, ridicule or indirect action such as spreading unpleasant stories about someone. The school works hard to ensure that all pupils know the difference between bullying and simply "falling out".

### **What will the school do**

Prevention is better than cure so at Miers Court we will be vigilant for signs of bullying and always take reports of incidents seriously. We will use the curriculum whenever possible to reinforce the ethos of the school and help pupils to develop strategies to combat bullying-type behaviour. The school will also fully support the victims of bullying so that the effects of this do not affect their wellbeing or learning.

Lunchtimes present specific issues for some children. The school will ensure that adequate provision is in place with midday meal supervisors, and that these have regular training in managing issues connected with bullying if they arise. The commitment of the school is that all staff, whatever their role, will deal with all incidents of bullying, however small, quickly and effectively

Pupils are told that they must report any incidence of bullying to an adult within school, and that when another pupil tells them that they are being bullied or if they see bullying taking place it is their responsibility to report their knowledge to a member of staff.

Each child within Miers Court has a named trusted adult that they will be able to speak to.

The following procedures will be followed as appropriate: -

- The person bullying will be spoken to by their class teacher and their actions will be discussed. 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. If the incident is low level (i.e. isolated incidents of name-calling or physical contact occurring as part of a game, or in retaliation to provocation), a problem-solving approach will be initiated. Each pupil must be given an opportunity to talk and the discussion should remain focused on finding a solution to the problem and stopping the bullying recurring. It will, however, be made clear that these actions must stop. Part of this process will be ensuring that the person who has initiated the bullying apologises to the victim, either verbally or in writing. Depending on the nature and extent of the incident, parents of the child carrying out the bullying may be contacted.
- If the incidents continue, the person bullying will be dealt with by the Principal. Parents/carers will be informed. If necessary, the person bullying may be kept off the playground for a fixed period of time. A record of the incident will be kept. Any further incidents will be added to this log. The school will also contact the parents of the child being bullied in order to inform them of the action being taken. It is imperative that the school gains the co-operation of parents at this stage – if this is not the case the school will ensure that the parents are fully aware of the consequences for their child of not resolving the issue.
- The Home School Support Officer will support and speak to both children
- If the bullying persists, the parents of the child bullying will be called in to school and, if the incidents take place on the playground, the child will be removed for a fixed period of time. A system for monitoring behaviour may be introduced, usually incorporating a reward for achieving desired behaviours. Again, the parents of the child being bullied will be informed of any steps being taken, and will be invited to a meeting to help put in place strategies to resolve the situation. External agencies may be involved at this stage.
- For persistent bullying the school may formally exclude the person bullying for a fixed period of time. Further sanctions could include permanent exclusion from the school or a managed transfer to another school.

At every stage in this process:

- The school will work with the person bullying to identify the causes for their behaviour and give any help and support needed to change this. If necessary, outside agencies will be used.
- The school will work with the victim of bullying to give support and reassurance that the issue will be successfully resolved. The child concerned will be offered a person in school to talk to and regular contact will be kept to ensure that the child is happy and feels safe in school.

### **Cyber-bullying:**

- Cyber-bullying (along with all forms of bullying) will not be tolerated in this School as set-out in the school's E-Safety Policy.
- There will be clear procedures in place to support anyone affected by Cyberbullying.
- All incidents of cyber-bullying reported to the school will be recorded.
- There will be clear procedures in place to investigate incidents or allegations of Cyber-bullying:
- Pupils, staff and parents/carers will be advised to keep a record of the cyberbullying as evidence.
- The school will take steps to identify the bully, where appropriate, such as examining system logs, identifying and interviewing possible witnesses, and contacting the service provider and the police, if necessary.
- Sanctions for those involved in Cyber-bullying may also include:
  - The bully will be asked to remove any material deemed to be inappropriate or offensive.
  - A service provider may be contacted to remove content.
  - Internet access may be suspended at school for the user for a period of time.
  - Parent/carers may be informed.
  - The Police will be contacted if a criminal offence is suspected.

An update of bullying incidents, responses and strategies will be reported annually to the Governors.

### **What we expect children to do**

Our expectation at Miers Court is that all children work hard to make the school a safe place for all other children to be in. We expect children to tell an adult if they are bullied, or ask a friend to do so. We expect children who witness bullying to do something about this by telling an adult that it is happening, and not just watch or join in.

### **What we expect parents to do**

The parents of bullies and their victims will be informed of an incident and the action that has taken place and asked to support strategies proposed to tackle the problem. The bully will also be reminded of the possible consequences of bullying and the sanctions for repeated incidents will be clearly explained to him/her.

The school expects parents to support our actions if their child has been identified as exhibiting bullying behaviour, as this will help resolve the issue more quickly.