



Middlewich Primary School Anti-bullying Policy



(See also Child Protection, Equalities and Behaviour Policies)

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 deaf and hearing-impaired children. The school is strongly committed to inclusion, and we have a significant number of children who have additional difficulties and are therefore particularly vulnerable to being bullied.

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/carers, and the governors. Pupils' wellbeing has a high priority, as shown in our core principle, "the needs of children lie at the heart of all we do".

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

The RHE curriculum encourages respect for self and others, tolerance, 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 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/carers 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 wellbeing 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 any one of us and it is never our fault. This will be done through assemblies, circle times, RHE lessons and online safety lessons.

Teachers will use a range of resources including those from National Online Safety 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 that 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.

Posters are on display in every class and outside the headteacher's office to remind children to 'Speak out, stay safe'. These also include photographs of the relevant trusted adults.

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 the appropriate staff will be informed and guided as to how to deal with such incidents.

Investigations may result in the following actions:

- 1 Reporting back to the child or parent.
- 2 Supporting and working with the child who is being bullied.
- 3 Working with the child who is bullying to improve their behaviour.
- 4 Involving parents/carers 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 sanctions, including exclusion but only as a last resort.
- 6 Seeking help from other agencies.

Children will be expected to take responsibility for their own actions and to support the school in maintaining our **Anti Bullying Community**. Good behaviour will be encouraged and reinforced through positive praise, stamper charts and classroom reward systems.

Signed: Chair of Pupil Welfare, Curriculum and Partnerships Committee

Signed: Headteacher

Anti-bullying Policy

Appendices

Strategies for Prevention

Listen to children	• Being a 'Telling School' • Trust children • Be open-minded
Raising awareness	• Anti-bullying weeks • Circle times • Assemblies • RHE curriculum
Talk to the Headteacher/Class Teacher/FSW	• An opportunity to write and deliver feedback which is monitored throughout the day
Playground Supervision	• Staff to model games in the different zones • Staff playground log included in their first aid package to record any concerns • Y6 play leaders • Mid-day supervisor linked to classes • Playground zones
Community Links	• Work with PCSO • Working with outside agencies when required
Pupil Responsibility	• Year 6 responsibility teams – Head pupils, school council, prefects, safety team • School Council to agree School Code of Conduct
Behaviour Management	• Recognise positive behaviour • Reward systems • Traffic lights
Role Models	• Staff to act as role models showing respect for all • Promote good manners and thoughtfulness
Communication	• All staff to know how to report concerns
Transition	• Vulnerable pupils identified • Liaison between teachers, teaching assistants and supply teachers
Additional Support	• Breakfast Club. An extensive, opportunity with dedicated long serving and well-known staff to allow participants to have a warm welcome and an excellent start to the day • Pastoral support from FSW team

Suggested actions for dealing with incidents

Victim	Perpetrator
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 CPOMS	Record incident on CPOMS