

Mithian School

Anti Bullying Policy

We ensure that the whole school community understands that bullying is not acceptable in our school and will not be tolerated. Everyone in the school ensures that learning takes place in a safe, supportive and caring environment.

Aims:

- Members of staff are vigilant to any bullying and respond immediately to any reported or observed concerns.
- Children feel secure and able to report any concerns they may have.
- There are few incidents of bullying.
- Pupils perceive bullying as wrong.
- There are positive reactions from bystanders, e.g. more likely to intervene and report to an adult.
- Children's friendship groups are supported by adults to promote positive relationships.
- Steps are taken to resolve any reported bullying situations which may occur outside school.
- Children understand what bullying means and the different types of bullying.

Definition of Bullying:

Bullying can be:

- Physical- hitting, kicking, theft.
- Verbal - name calling, racist remarks.
- Indirect – spreading rumours, excluding someone from a social group.
- Cyber - inappropriate use of email, social media, mobiles.

Bullying can be defined as deliberately hurtful behaviour, which is **repeated** over a period of time. Children who are being bullied can be made to feel:

- Different, alone, unimportant and unvalued
- Physically and/or mentally hurt or distressed
- Unsafe and frightened
- Unable to do well and achieve
- Unable to see a positive future

All adults at the school should be alerted to the signs of bullying.

Preventing Bullying

The possibility of bullying is brought to the children's attention by the means of:

Assemblies

These are held on a regular basis and are used to demonstrate examples of how to treat others, respect and how to look after each other. Assemblies are structured as an information/focus topic assembly, and an awards assembly. Certificates, tokens and awards can be given for showing acts of kindness, helpfulness and sensitivity to others. Separate assemblies are held for Reception & Key Stage 1 and Key Stage 2. This ensures delivery of age appropriate material. The PSHE curriculum and the school's EMERGE values are used. All children are made aware of everyone's right to feel happy and safe in school. They are also reminded:

- To tell an adult if they are being bullied or if they are worried about another pupil
- To use other school systems like the Worry Box to talk to someone
- That being bullied is not the victim's fault
- That it's not the job of the children to stop the bullying
- EMERGE displays are displayed throughout the school, which encourage confidence and the impact we have on others

Class/Group Discussions

Held when necessary to help with relationships and dynamics. The discussion focuses upon:

- What it felt like to be involved in an incident
- Considering the rights and feelings of others
- The motivation of those involved in the incident
- The impact on people who are directly or indirectly involved

Early Years / Foundation Stage discussions are frequent, ongoing and explicit regarding acceptable behaviour.

Workshops/Visitors

When appropriate, visitors and workshops are organised at the school with regard to bullying and behaviour. Online workshops help pupils in Year 1 and explored through story in Reception.

Lunch Times

Older and younger children are mixed together at various times to encourage interaction and confidence among different age groups. Year 5 and 6 are trained and supported to be play leaders during lunchtimes. This involves playing games with younger children and ensuring they are happy and engaged at lunchtime.

When incidents are brought to light the following actions take place:

- A thorough investigation will be conducted
- Reassurance given to victim
- Offer help, advice and support
- Make disapproval clear to the bully
- Encourage the bully to see the victim's point of view
- Decide on the appropriate punishment
- Make a record of the incident

- Where serious cases have been proved the parents of the victim and the bully are informed
- Discuss issues with the parents with the aim of preventing recurrence
- Monitor situation

Class incident logs are kept on CPOMS and checked and monitored by Headteacher and any actions taken if needed.

Working with the Bullied Pupil

Staff will continue to monitor each individual situation to ensure that it has ceased. It may be necessary to work with the pupil on strategies that will safeguard against further incidents. These may include:

- Helping the child to express feelings about being bullied and fears about the future
- Consider with the child whether they feel that any aspects of their own behaviour may be inviting bullying responses from other children
- Work with the child to find the most important aspect of the problem
- Assist the child to participate in activities within their own peer group and individually, which can help to raise their self esteem

Working with Children Who Bully

The disapproval from adults should be clear, strong and focus on the unacceptable behaviour.

- Parents of the child who is bullying should be informed and involved so that school policy and any sanctions can be clearly explained by the staff and supported by the parents.
- Ensure the pupil is fully aware of the distress the behaviour has caused.
- Support the pupil in changing the unacceptable behaviour.
- Reward and reinforce positive changes in behaviour.

Headteacher	Date
Chair of Governors	Date
Member of School Council	Date

Review Autumn 2023