ANTI BULLYING POLICY

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Introduction

The Marchant-Holliday School seeks to provide a safe, secure and positive environment in which children can learn, develop and grow, making full use of the range of relationships and facilities available to them.

Children and adults at the school are entitled to be treated with respect and understanding, and to participate in any activity free from intimidation.

Definition of Bullying

Bullying may be defined as the intentional abuse of power by an individual or group with the intent and motivation to cause distress to another individual or group. It may be physical, sexual, verbal or psychological in nature. It may occur in different forms including cyber bullying, and racism (see IT Safety, and Equality and Diversity policies for more details).

The above definition can characterise various relationships - adult/child, child/adult and child/child.

Why it is important to minimise bullying behaviour

Bullying is always damaging to those involved. The victim, the bully and those who witness or know about the bullying are affected. For children, bullying is not a natural part of growing up, and should not be seen as such. Research has shown that victims of bullying may be more likely to have mental health problems, and reduced self-esteem and self-worth. For adults, where the values and culture of an organisation are dominated by fear and subordination individuals are less efficient, morale is lower and absenteeism is more frequent. People who bully are likely to experience difficult and unhappy relationships with others.

Aims

This policy aims to provide clear whole school guidance in order to:
- Minimise the instances of bullying taking place at school
- Ensure a clear and consistent response to bullying when it does occur
- Reduce the likelihood of children becoming bullies or victims of bullying in future life

Procedure

Dealing with bullying when it occurs

When children complain of being bullied or when bullying is observed the school expects staff to work to the following guidelines:

1. All complaints should be taken seriously
2. Incidents of bullying should be logged. (Pink form) Frequency and emerging patterns of bullying behaviour are monitored by senior staff.
3. Children who are identified as displaying persistent bullying behaviour, or have been involved in a significant incident of bullying behaviour will be provided with appropriates support and strategies
4. Victims of bullying should be given support and strategies
5. Instigators of bullying should be spoken too about this behaviour and why it is unacceptable. An appropriate sanction may be used, alongside opportunities to

apologise or make things better in some way. It is important not to bully the bully, as this is likely to encourage bullying. When incidents of cyber bullying have occurred restrictions on the access to computers are likely to be put in place.

6. Parents and carers, and other people with responsibility such as social workers should be informed.

Role of the Governing Body

Governors monitor the effectiveness of this policy through their unannounced visits and their review of this policy.

Role of the Management Team

The management team are responsible for the oversight of the culture of the organisation ensuring a bullying free environment for all. They should monitor all incidents of bullying and ensure action has been taken to address incidents where they arise.

Role of Staff

Methods of prevention

- All staff at the school are aware of the potential for bullying to take place. In order to reduce the likelihood of this behaviour occurring the following practices are followed: Staff take steps to find out if bullying is taking place
- Closely supervising children in areas of the school where bullying may happen, including when using computers.
- Empowering all members of staff to be confident to interrupt and confront potential bullying situations
- Consistent and fair management of behaviour difficulties
- Consistent and clear statements about the unacceptable nature of bullying behaviour
- Help everyone understand that a reason why someone bullies another person may be to do with them feeling bullied by someone else, frightened or unhappy
- Ensuring children have good awareness of the risks when using the internet.

Creating a supportive climate

The staff at the school work very hard to create and maintain a positive ethos and atmosphere in all aspects of our work. This helps to promote healthy, caring relationships between people, and develop socially acceptable and rewarding interactions. Some of the ways we do this are by:

- Valuing relationship building experiences
- Supporting children to be able to communicate openly and honestly
- Role modelling appropriate behaviour
- Promoting positive values
- Teaching good social behaviour/social skills
- Promoting the development of self-confidence and self esteem
- Rewarding non aggressive behaviour
- Developing a non-delinquent environment
- Providing a wide range of interesting, engaging activities

- Maintaining a high level of child guidance and supervision
- Working closely with families and carers
- Encouraging children to become more assertive
- Talking with children about issues such as racism or bullying
- Encouraging everyone to deal with disagreements and conflict in non-aggressive ways

Role of Pupils

Pupils should develop their awareness of what bullying is. They should understand their propensity to both bully or be bullied and work closely with staff and their peers to create a bullying free environment. This may be through assembly, circle time, group work individual work ad hoc opportunities etc.

Role of the School Council

The school council should bring their developing awareness and wisdom as representatives of the child group into discussions in their meetings. They should feedback to the whole school their thoughts and ideas about how to promote a bullying free environment.