



## Monk Fryston Church of England Primary School

### Anti Bullying Policy

#### Statement of Our Belief:

It is the teachers' right to teach and a child's right to learn free from disruption and aggression. Children have a right to play without fear of violence, intimidation or aggression.

#### Our Definition:

The Anti-Bullying Alliance defines bullying as: *'The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face-to-face or online.'*

We believe bullying is deliberate and persistent harassment or aggressive actions, which causes hurt to another. The hurt can be physical, emotional, racist, sexual or psychological; inflicted by one child or a group on another child or a group. It could include verbal abuse or threats, intimidating postures, looks and actions that cause fear and worry for other children. It may involve cyberbullying by the use of intimidating messages, online posts, photos or texts. Single acts of aggression are not bullying.

#### Aims:

- To ensure that pupils know what is meant by bullying
- To prevent bullying from happening in school
- To deal with bullying swiftly when it occurs

We will actively foster a school atmosphere in which children feel self-confident and safe. Our main approach to bullying will be taught through personal and social development, which takes place in the curriculum and all aspects of school life including assemblies and circle time. Children will always be listened to and their problems will be taken seriously.

#### In particular:

- Pupils will be taught the difference between 'bothering' and 'bullying'.
- Pupils will be taught that bullying is unacceptable inside and outside school
- The pupils will be fully aware of the school rules which apply at all times in all areas of the school
- Cases of bullying will be seen as a breach of the school rules
- Teachers will take bullying seriously and investigate it thoroughly
- Teachers will be consistent in the way they deal with bullying
- Pupils will be encouraged to tell and teaching and non teaching staff will listen
- All staff will make efforts to supervise children carefully
- We will make every effort to provide a safe environment for children
- Teachers will make notes of alleged bullying incidents

- Teachers will teach children about the dangers of all forms of bullying including:
  - Physical – pushing, kicking, hitting
  - Verbal – name-calling, spreading rumours
  - Emotional – exclusion, isolation
  - Racist – racial taunts, graffiti, gestures
  - Sexual – unwanted physical contact, verbal abuse
  - Homophobic - physical or verbal abuse based on stereotyping sexual orientation, whether or not the target is gay
  - Cyber bullying - using technology to bully by text, setting up abusive websites, posting photos, misusing social networking sites and sexting
  - Differences – based on hair colour, body type, disability etc.

#### Procedures:

When bullying is alleged the following steps will occur: (The timescale will be determined by individual circumstances and the school will exercise discretion in each case.)

All incidents, alleged or actual will be recorded.

1. In the first instance a 'no blame' approach will be adopted. Staff will counsel the children and classroom strategies (e.g. Circle Time) will be used. Children will be made fully aware of the Anti Bullying Policy. Incidents between individuals will be addressed using Restorative Practice techniques.
2. If the matter is still not resolved parents will be informed. The incident will be recorded on the Report of a Possible Incident form.
3. Should there still be a problem there will be a shift from a 'no blame' approach to one in which the perpetrator is clearly identified and parents will be more fully involved and informed by letter.
4. The Behaviour Support Service and other appropriate education services will be involved.
5. The bully will be excluded from school for a fixed period.
6. In severe circumstances the Governors will consider permanent exclusion.

Even if matters arise that do not fall within the remit of this policy they will be taken seriously by the school and addressed appropriately.

#### Monitoring and Evaluation

The policy will be closely monitored by all staff.

Senior Staff will be fully aware of all incidents and will keep all members informed at regular staff meetings.

The policy will be reviewed and evaluated every three years.