



Anti-Bullying Policy

At Morley Meadow Primary and Nursery positive relationships and behaviour makes our school a safe, happy place to be and allows effective learning to take place. Bullying of any kind is unacceptable and will not be tolerated in our school. We take all incidents of bullying seriously. Bullying hurts. No-one deserves to be a victim of bullying. Everybody has the right to be treated with respect and pupils who are bullying others need to learn different ways of behaving. At Morley Meadow Primary and Nursery, we acknowledge that bullying does happen from time to time – indeed, it would unrealistic to claim that it does not. When bullying does occur, everyone should be able to tell and know that incidents will be dealt with promptly and effectively in accordance with our anti-bullying policy and the anti-bullying charter. We are a TELLING school. This means that anyone who knows that bullying is happening is expected to tell the staff.

Aims and Objectives of this Policy

The aim of this policy is to try and prevent and deal with any behaviour deemed as bullying. The implementation of this policy will create an ethos where bullying is regarded as unacceptable so that a safe and secure environment is created for everyone to learn in. All members of the school have a responsibility to recognise bullying when it occurs and take appropriate action in accordance with the school policy.

This will happen in the following ways:

- The school will meet the legal requirement for all schools to have an anti-bullying policy in place.
- The school will work closely with other professional agencies to ensure that children stay safe.
- All adults and children will understand what bullying is.
- All teaching and non-teaching staff will know what the school policy is on bullying and will consistently and swiftly follow it when bullying is reported.
- Pupils and parents/guardians will be assured that they will be supported when bullying is reported.
- Whole school initiatives (staff training, celebration assemblies, anti-bullying week etc) and proactive teaching strategies (PHSE [Personal, Health & Social Education] lessons, discussion time etc) will be used throughout the school to reduce the opportunities for bullying to occur.
- A positive, caring ethos will be created within the school environment where everyone can work, play and express themselves, free from the fear of being bullied.

What Is Bullying?

The Government defines bullying as 'Behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally.'

The term 'bullying' refers to a range of harmful behaviour, both physical and psychological. Bullying behaviour usually has the following four features:

1. It is repetitive and persistent – though sometimes a single incident can have precisely the same impact as

persistent behaviour over time, for it can be experienced as part of a continuous pattern and can be extremely threatening and intimidating.

2. It is intentionally harmful – though occasionally the distress it causes is not consciously intended by all of those who are responsible;

3. It involves an imbalance of power, leaving someone feeling helpless to prevent it or put a stop to it;

4. It causes feelings of distress, fear, loneliness and lack of confidence in those who are at the receiving end.

Forms of Bullying

Bullying behaviour across all types of bullying can represent itself in a number of different forms. Children and young people can be bullied in ways that are:

Physical – by being punched, pushed or hurt; made to give up money or belongings; having property, clothes or belongings damaged; being forced to do something they don't want to do.

Emotional - being unfriendly, never letting somebody play, forcing you to give them things, threatening gestures, scary looks, hiding things, whispering behind your back, starting rumours, excluding people.

Verbal – by being teased in a nasty way, insulted about their race, religion or culture; called names in other ways or having offensive comments directed at them.

Electronic /'cyberbullying' – via text message; via instant messenger services and social network sites; via email; and via images or videos posted on the internet or spread via mobile phones.

Specific Types of Bullying

At Morley Meadow Primary and Nursery we recognise that although anyone can be bullied for almost any reason or difference, some children may be more vulnerable to bullying than others. Research has identified various different types of bullying experienced by particular vulnerable groups of children. These include:

- Bullying related to race, religion or culture
- Bullying related to special educational needs (SEN) or disabilities
- Bullying related to being gifted or talented
- Bullying related to appearance or health conditions
- Bullying related to sexual orientation
- Bullying of young carers or looked-after children

Bullying is not:

It is important to understand that bullying is not the odd occasion of falling out with friends, name calling, arguments or when the occasional trick or joke is played on someone. It is bullying if it is done several times on purpose (STOP). Children sometimes fall out or say things because they are upset. When occasional problems of this kind arise it is not classed as bullying. It is an important part of children's development to learn how to deal with friendship breakdowns, the odd name calling or childish prank. We all have to learn how to deal with these situations and develop social skills to repair relationships.

What can you do if you are being bullied?



Procedures for reporting and responding to bullying incidents

All staff will respond calmly and consistently to all allegations and incidents of bullying at Morley Meadow Primary and Nursery. They will be taken seriously by all staff and dealt with impartially and promptly. All those involved will have the opportunity to be heard. Staff will protect and support all children involved whilst allegations and incidents are investigated and resolved.

The following step-by-step procedure will be used for reporting and responding to bullying allegations or incidents:

1. Report all bullying allegations and incidents to staff.
2. Staff will make sure the victim(s) is and feels safe.
3. Appropriate advice will be given to help the victim(s).
4. Staff will listen and speak to all children involved about the incident separately.
5. The problem will be identified and possible solutions suggested.
6. Staff will attempt to adopt a problem solving approach which will move children on from them having to justify their behaviour.
7. Appropriate action will be taken quickly to end the bullying behaviour or threats of bullying.
8. Staff will reinforce to the bully that their behaviour is unacceptable.
9. The bully (bullies) may be asked to genuinely apologise. Other consequences may take place and appropriate sanctions applied in line with our Relationships (Behaviour) Policy.
10. If possible, the pupils will be reconciled.
11. An attempt will be made, and support given, to help the bully (bullies) understand and change his/her/their behaviour.
12. In cases of serious bullying, the incidents will be recorded by staff and kept in a school behaviour file.
13. In serious cases parents will be informed and will be invited to come into school for a meeting to discuss the problem.
14. After the incident has been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
15. If necessary and appropriate, the Designated Safeguarding Lead will become involved and advice from other agencies sought.

Strategies for the prevention and reduction of bullying

Whole school initiatives and proactive teaching strategies will be used throughout the school to develop a positive learning environment with the aim of reducing the opportunities for bullying to occur.

These can include:

- Undertaking regular questionnaires and surveys to monitor the extent of bullying in the school and the effectiveness of the anti-bullying policy.
- Producing a 'child speak' version of the anti-bullying charter for the children.
- Making national anti-bullying week a high profile event each year.
- Awareness raising through regular anti-bullying assemblies.
- PHSE (Personal, Health & Social Education) scheme of work from Reception to Year 6 used to support this policy.
- Discussion time on bullying issues.
- Confidential 'Worry' box where children can write and post their concerns.
- Time to speak with our Family Support Advisor (FSA)
- Using praise and rewards to reinforce good relational behaviour
- Encouraging the whole school community to model appropriate behaviour towards one another

Monitoring and evaluation of the policy

To ensure this policy is effective, it will be regularly monitored and evaluated. Questionnaires completed by the whole school community on an annual basis. Following an annual review any amendments will be made to the policy and everyone informed.

Sources of further information, support and help There is a vast amount of information and guidance available about bullying that can provide a wide range of support and help. The following list is just a small selection of the support available that teachers, parents and children have found useful.

Name of organisation	Website
Anti-Bullying Alliance (ABA)	www.anti-bullyingalliance.org.uk
Anti-bullying Network	www.antibullying.net
Childline	www.childline.org.uk
NSPCC	www.nspcc.org.uk
Bullying UK	http://www.bullying.co.uk/cyberbullying/

Morley Meadow Primary Anti-Bullying Charter

In our school, we have been talking about bullying, what it means and how we can all work together to stop it happening. We agree that bullying is when somebody is being hurt several times on purpose by somebody else. We know in our school there are things that we can do to stop it happening and things we can do if it is happening to us, or we see it happening to one of our friends.

To stop bullying, we...



If it is happening, we...



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