



Moorlands School
ANTI BULLYING POLICY

INTRODUCTION

This policy applies to all members of Moorlands School and is to be read in conjunction with the EYFS Relationships and Behaviour Policy. It takes account of the DCSF Guidance, "Safe to Learn – Embedding anti-bullying work in school" and the DfE guidance Preventing and Tackling Bullying DfE 2014.

Everyone has the right to live their lives without feeling bullied, threatened or unsafe. Bullying, although unfortunate and wrong, does happen and we at Moorlands are committed to minimising its occurrence and dealing with it effectively when it arises. It is important however, to distinguish between 'What is bullying' and 'What is not' and be aware that certain incidents depending on their nature will be dealt with differently. **Bullying is deliberate, harmful behaviour over a period of time which either intentionally or unintentionally, upsets or intimidates another pupil/group of pupils.**

A major part of our school's ethos is to value individuals and this is a culture we seek to nurture in every possible way.

The aim of this anti-bullying policy is to ensure that pupils live and learn in a supportive, caring and safe environment without fear of being bullied. The school acknowledges that bullying can lead to psychological damage and even suicide.

There is a need for all the staff to be constantly vigilant to eliminate any instances of behaviour that is upsetting or otherwise stressful to an individual or group. Staff are encouraged to take action to reduce the risk of bullying in this school, and it is school policy to raise staff awareness through training and inset.

Bullying is anti-social behaviour and affects everyone. It is unacceptable and will not be tolerated at Moorlands. When bullying is identified, the incident will be investigated sensitively and the perpetrator dealt with firmly. If bullying problems, once tackled, persist, the school reserve the right to exclude the bully from school (see Behaviour Policy).

WHAT IS BULLYING?

Bullying can occur through several types of anti-social behaviour:-

1. Physical: a child can be physically punched, kicked, hit, spat at etc.

2. Intimidation: this can include gesturing, mimicking, signals, tone and physical proximity, aggressive or threatening looks.
3. Verbal: verbal abuse can take the form of name calling. It may be directed towards gender, culture, ethnic origin, creed, physical/social/learning disability or personality etc.
4. Exclusion: a child can be bullied simply by being excluded from discussions/activities, with those they believe to be their friends.
5. Damage to or hiding of Property or Theft: a child may have their property damaged or stolen. Physical threats may be used by the bully in order that the student hands over property to them.
6. Cyber-Bullying: the sending or posting of harmful or cruel texts or images using the internet or other digital devices (see Cyber - Bullying Policy).

Who are the bullies?

Anyone can be, both children and adults. These may be some of their characteristics.

- People who are trying to get attention.
- People who may be having problems at home.
- People who have themselves been bullied.
- People who think they will impress others.

Why do they bully? Possibly...

- They enjoy the power.
- They are insecure and cowardly.
- They are prejudiced.
- They are jealous.
- They are easily led and want to impress their peers.

WHAT CAN YOU DO IF YOU ARE BEING BULLIED?

No one should feel embarrassed or shy about telling someone about being bullied. If no action is taken the bully/bullies may get away with it. The longer they have power the more difficult it is for the victim to break free from their ordeal.

REMEMBER THAT YOUR SILENCE IS THE BULLY'S GREATEST WEAPON

- a) Tell yourself that you do not deserve to be bullied and that it is **WRONG**.
- b) Be proud of who you are. It is good to be an individual.
- c) Try not to show that you are upset. It is hard but a bully thrives on someone's reaction.
- d) Where possible stay with a group of friends/people. There is safety in numbers.
- e) Be assertive. Walk confidently away. Go straight to a teacher or member of staff. This will show the bully/bullies you mean business.
- f) Generally it is best to tell an adult you trust straight away. You will get immediate support. Teachers will take you seriously and treat each case sensitively.
- g) Read and follow the Moorlands School Anti-Cyber Bullying Code.

What to do if you think someone else is being bullied:

- Encourage them to tell an adult e.g. teacher or parent.
- Support them by talking about the problem and helping them
- If you cannot persuade them to tell an adult then you should tell a teacher about the problem.

If someone is being bullied somebody ought to do something- that person could be you. Don't be a watcher – even if you don't take part in bullying but see it and walk away, you are ignoring your responsibilities. Get help, give sympathy to the person being bullied.

WHAT THE SCHOOL WILL DO

Once a bullying incident is reported or identified by staff:

- a) The incident will be recorded (to enable patterns to be identified) and reported to an appropriate staff member to be investigated further e.g. form teacher, Deputy Head, Headteacher.

- b) The bullying behaviour will be investigated and efforts made to stop the bullying quickly.
- c) Where appropriate, pastoral support will be offered to the victim and where helpful to the resolution of the problem an appropriate apology will be made.
- d) The bully will be told not to comment or make any remarks relating to what has happened to others. An attempt will be made to help the bully/bullies change their behaviour.
- e) Where there is a significantly serious incident or doubt that behaviours will change, a risk assessment will take place and appropriate risk reduction actions will be put in place.
- f) Should the bullying persist the bully's parents will be informed and concerns will be communicated to the victim's parents.
- f) An unsuccessful outcome of the above procedures will result in a formal meeting with parents and the bully, which may result in suspension for a period of time and in certain cases the school reserves the right to permanently exclude.

MOORLANDS SCHOOL WORKS TO COMBAT BULLYING BY:

- Providing a PSHEE programme which promotes personal well being.
- In every year bullying is covered in a variety of topic areas from Racism to Cyberbullying.
- Contributions from other subject areas including Drama, English, History, RS & MFL covering the effects of bullying including stereotyping, prejudice, racism and discrimination.
- Anti-Cyberbullying Code
- No children allowed mobile phones in school, unless under exceptional circumstances, in which case specific permission must be obtained from a member of SMT, and arrangements will be made for the safe storage of the phone during the school day.
- Assemblies
- Extra curricular activities promoting teamwork and valuing contributions of individuals.
- Trips, visitors and presentations which promote appreciation of other cultures and ways of life.

- Pastoral care: form teachers, House system
- Mentoring and support of vulnerable students
- Student Voice
- The buddy system

MONITORING, EVALUATION AND REVIEW

This policy will be reviewed annually. The policy will be promoted and implemented throughout the school.

We take the following additional preventative measures:

- All our pupils are encouraged to tell a member of staff at once if they know that bullying is taking place.
- All reported incidents are recorded by the form teacher, and investigated at once. The KS Manager or Deputy Head is informed if it is deemed appropriate. As a staff we aim to give support and guidance to other staff on handling and reporting incidents, and on the follow-up work with both victims and bullies.
- Staff will give support and guidance to all pupils who either refer themselves or are referred by other children or staff whenever they need pastoral support and independent, confidential advice. Staff will seek to encourage the development of tolerance, understanding and respect for others within a multi-faith community.
- Staff are on duty at playtimes, dinnertime, before and after school when pupils are not in class and they supervise the school site.
- Details of external specialists, such as Childline are advertised throughout the school. Other useful contacts/resources are accessible eg. Anti-Bullying Alliance and Kidscape
- We provide leadership training to our Head Boy/Girl and the prefects which includes the importance of offering support and assistance to younger and to vulnerable pupils.
- We welcome feedback from parents and guardians on the effectiveness of our preventative measures.

BULLYING

Advice for Staff

All members of staff, teaching and non-teaching, should deal with any incident of suspected or observed bullying by:-

1. Taking action appropriate at the time.
2. Listening to the pupil and giving reassurance that the incident will be dealt

- with.
3. Producing a written statement of what has happened and the initial action taken.
 4. Reporting the incident in the first instance to the Form Teacher or KS manager who will investigate still further as indicated above.

At this point they will decide if the incident merits the involvement of others responsible for behaviour –

Head of Early Years

Key Stage 1 Co-ordinator

Deputy Head/Key Stage 2 Co-ordinator

Headteacher

Wendy Cooper

Ruth Gambles O'Leary

Sharon Wheelhouse

Jacqueline Atkinson

NB All staff have a responsibility to treat complaints of bullying as sensitively as possible without taking sides. Everyone has a responsibility but certain staff should be informed to follow up any investigations e.g. form teacher. Confidentiality should be maintained as far as possible, particularly when the complainant may be vulnerable to reprisals. Great care should be taken during investigation that the complainant is comfortable with the procedure and subsequent action. **It is important that staff document any report of bullying on the Central Register for Bullying, conclude on the nature of the incident and any action taken.**

Support Staff

All support staff have a responsibility to report any incidents or reports of bullying to the form teacher at the earliest opportunity.

School Prefects

Prefects will be encouraged to talk to and support younger pupils as part of their leadership role in the school. They are also expected to set a good example in the way they behave towards each other. They should report any incidents of bullying to the Deputy Head at the earliest possible opportunity.

School Staff will:

1. Encourage students to treat everyone with respect.
2. Organise and supervise the school community with the help of the school prefects to minimise opportunities for bullying.
3. Use timetabled opportunities to discuss aspects of bullying, and the appropriate way to behave towards each other e.g. PSHEE programme, assemblies.
4. Review the school policy on bullying and its effectiveness, The discipline policy should be firm but fair.
5. Treat bullying as a serious offence and take every possible action to eradicate it from our school
6. Set a personal example of how they treat pupils and each other.

ADVICE FOR PARENTS/GUARDIANS

Parents should always encourage their child to speak out about bullying. Incidents of bullying are more likely to be prolonged if the bully knows that he/she can upset or intimidate the victim without being detected or punished. At Moorlands, pupils' and parents' concerns will be carefully and sensitively investigated.

What should you do if you feel that your child could be a victim of bullying?

- Encourage your child to talk about the problem and give reassurance of your support. Try to listen calmly and do not overreact.
- Contact school (your child's Form Teacher) to discuss the problem.
- Under no circumstances should you take matters into your own hands by challenging the bully yourself and avoid contacting his/her parents. This often makes matters worse!
- Beware of labelling an incident too readily as 'bullying'

What should you expect if your child is suspected of bullying?

Parents will usually be informed of incidents involving bullying by a senior member of staff and should be prepared to support the school when appropriate sanctions are given.

What should you do to deal with cyberbullying?

Many children get caught up in cyberbullying simply by not thinking of the consequences of their actions. Parents should understand and monitor the ways in which their child is using the internet and/or their mobile phones and should discuss appropriate and inappropriate use of such technology.

Give your child the advice listed in **Moorlands Anti-Cyberbullying Code**.
(see Cyber-Bullying Policy)

MOORLANDS SCHOOL ANTI-CYBER BULLYING CODE

- Respect Others – what may seem like a joke to some can be hurtful to others. Forwarding unpleasant messages or pictures assists the bully in his/her campaign and therefore is inappropriate.
- Think before messages are sent – what is sent can be made public very quickly and can stay online forever.

- Secrecy – passwords should be changed regularly and should be chosen so that they are hard to guess. Mobile numbers and personal website addresses should only be given to trusted friends. Social networking site profiles should always be set to 'private'.
- Replying to a bully's messages – don't reply to offensive messages as the bully will be hoping for a reaction.
- Save the evidence – keep records of offending messages, pictures or online conversations.
- Block the bully – most responsible websites enable this to happen.

Reporting the incident – report an incident immediately to one of the following people:

- a) A responsible adult, ideally your parents
- b) School (form teacher) – if the incident involves a pupil at school. Mr Brook is the school's e-safety officer and may be able to offer practical advice. Or speak to any other member of staff whom you feel comfortable with. They will be able to talk through any concerns you may have resulting from any unpleasantness.
- c) A mobile phone operator e.g. O2 or Vodafone, a social network provider e.g. Bebo, Facebook or an Instant Messenger provider e.g. MSN Messenger. Most responsible service providers have a 'report abuse' facility or a nuisance call bureau
- d) If cyberbullying is serious or if a potential criminal offence has been committed consider contacting the police. They will take it seriously and follow it up.

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