



The Federation of Mill Hill and Woodcroft Primary Schools Anti-Bullying Policy

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Co-ordinator responsible for the policy in consultation with the staff and governors:

Head Teachers

Reviewed: January 2019

Next Review Date: January 2022



Learning for a lifetime

Policy Statement

Mill Hill Primary School and Woodcroft Primary federation complies with the legislation set out in The Equality Act 2010. A key provision of the act is a 'Public Sector Equality Duty' which has three aims. It requires public bodies to have due regard to the need to:

- eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the act
- advance equality of opportunity between people who share a protected characteristic and people who do not share it
- foster good relations between people who share a protected characteristic and people who do not share it.

We are committed to providing a safe and caring environment where all members of the school community have the right to work and learn in a relaxed and secure environment and to be treated with respect. Bullying of any kind is unacceptable in our school. If bullying does occur, all pupils should be able to tell, and to know that any incidents will be dealt with promptly and fairly. We are a TELLING school. This means that anyone who knows that bullying is happening is expected to tell the staff.

What is bullying?

Bullying is the use of persistent aggression with the intention of hurting another person, physically or emotionally. It may be linked to racist or other behaviours. It can be carried out by individuals or by groups and may take the following forms:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical pushing, kicking, hitting, punching or any use of violence
- Racist racial taunts, graffiti, gestures
- Sexual unwanted physical contact or sexually abusive comments
- Homophobic because of, or focussing on the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Cyber- All areas of internet ,such as email & internet chat room misuse
Mobile threats by text messaging & calls
Misuse of associated technology , i.e. camera & video facilities

What is Cyber Bullying?

Behaviour that is classed as cyber bullying includes:

- **abusive comments, rumours gossip and threats** made over the internet or using other digital communications
- **sharing pictures, videos or personal information** without the consent of the owner and the intent to cause harm and/or humiliation
- **hacking** into someone's email, phone or online profiles to extract and share personal information, or to send abusive or inappropriate content while posing as that person
- **creating specific websites** that negatively target an individual or group
- **blackmail** or pressuring someone to do something online that do not want to such as sending a sexually explicit image

Our Objectives:

- All members of the school community should have a shared understanding of what bullying is.
- All members of the school community should know what our school bullying policy is and what they should do if bullying arises. Children will be explicitly taught what bullying is and how to deal with it, for example, who they can tell.
- Pupils and parents should feel confident that they will be supported when bullying is reported. As a school, bullying concerns will be taken seriously and where it exists, will not be tolerated.
- Anyone who bullies will be supported in learning new behaviours. This may include support from outside agencies where appropriate.

Our Procedures:

1. Bullying incidents must be reported to a member of the school staff who will refer the incident to a member of the management team.
2. Records will be kept of bullying complaints whether these turn out to be unfounded or not. All complaints will be dealt with as quickly as possible. These are recorded on the “Hampshire Bullying and Racist Incident record Form” (Appendix 1)
3. If bullying occurs, parents of both parties will be informed and the situation discussed in order to agree an action plan. This will take into account individual circumstances in order to best resolve the problem.
4. Actions may include all or some of the following:
 - Information gathering to assess the situation e.g through observation, talking to the victim and any others who are involved or aware
 - Discussion with the “victim” and their parents, with the development of support and” coping” strategies for the victim where appropriate.
 - Discussion with the perpetrator and their parents, using a no- blame approach and support to change the bullying behaviour
 - Using class or small group circle times to explore feelings and raise awareness of the feelings of others.
 - Full participation of the school in the National Anti- bullying Week campaign in order to regularly discuss and address these issues.
 - Using P4C sessions to discuss and understand issues

This policy has been developed in line with current national government and “Kidscape” guidance.

SIGNS AND SYMPTONS

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school
- doesn't want to go on the school / public bus
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or " go missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

Hampshire Bullying And Racist Incident Record Form							
School Detail							
School Name							
Academic Year		Date of Record		Racist Incident	Bullying Incident		
Incident (Select the option which best fits the situation)							
Type of Incident <i>(Select one option only)</i>	Related to race, religion or culture	Related to special educational needs (SEN) or disabilities	Related to appearance or health conditions	Related to sexual orientation	Related to home circumstances (e.g. young carers, looked after children)	Related to gender or gender identity (sexist, sexual or transphobic)	Other <i>(Please specify within summary of incident field)</i>
Method <i>(Select all options which apply)</i>	Verbal		Physical		Cyber bullying		Indirect
	Written derogatory comments		Racist comments in the course of discussion		Refused to co-operate with other because of religion, ethnicity/language		Incitement of others to behave in a racist manner
	Use of weapon		Abuse of personal property / of family		Racist graffiti/ material /insignia		Attempts to recruit others to racist organisations
Location of Incident							
Date of Incident				Time of Incident			
Summary of Incident	<p><u>Background Information:</u></p> <p><u>Nature of Incident:</u></p> <p><u>Frequency and Duration of Behaviour:</u> <i>(Tick as appropriate)</i></p> <p>Once or Twice Persistent throughout 2 months</p> <p>Several times each week Persistent for more than a year</p>						
Staff Detail							
To whom the incident was reported				Position			
Pupil Name	Pupil Involvement <i>(Aggressor, Target, Witness, Participant, Bystander,)</i>		Gender	Year Group	Ethnicity <i>(Grp A, B, C, D,E or F)</i>	Has pupil provided a description of incident? <i>(If yes, please attach)</i>	

Action Agreed (specify actions agreed by each individual)				
Name <i>(Pupil, Parent, Staff)</i>	Action including support for pupil <i>(Pupil, Parent, Staff)</i>	Parents Informed (yes/no)	Review Date	Outcome of review <i>(Resolved / Specify if Further Intervention Required)</i>

Outcome Satisfaction Rating (please tick as applicable)				
Targeted Pupil	Good	Satisfactory	Poor	Unresolved
Reporter of incident	Good	Satisfactory	Poor	Unresolved

Additional Information (Including outcome of any other reviews)

Pupil's Description of Incident	
Name of pupil providing description	
Date of Incident	
Description	

HELP ORGANISATIONS

Advisory Centre for Education (ACE)	0300 0115 142
Children's Legal Centre	01206 714 650
KIDSCAPE Parents Helpline (Mon-Thurs, 9-1)	020 7823 5430
Parentline Plus	0808 800 2222
Youth Access	020 8772 9900
Bullying Online	www.bullying.co.uk

Visit the Kidscape website www.kidscape.org.uk for further support, links and advice