



Moorlands Primary School



“Anything is Possible!” Anti-Bullying Policy

Vision:

Our vision is to be an inspiring school which has a significant role in our pupils developing into children who are academically and emotionally ready to maximise their learning and become effective citizens of a culturally enriched community.

Steps to achieving the vision:

- Evolving teaching practices which deliver new ways of learning to deliver the curriculum
- Readiness for the digital age / world
- Building of resilience
- Happy and successful children
- Making mistakes is recognised as a stepping stone to being successful
- Holistic approaches across the school to help develop children’s knowledge, skills and strategies to cope emotionally with the modern day challenges
- A passion for reading which excites and develops children’s imagination
- Through the values ethos across the school, children develop as responsible citizens
- Embracing the cultural diverse community and celebrating differences

Bullying of any kind is unacceptable and will not be tolerated at Moorlands Primary 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. We acknowledge that bullying does happen from time to time – indeed, it would be 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. We are a TELLING school. This means that anyone who knows that bullying is happening is expected to tell the staff.

Bullying is wrong and damages individual children. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable. We aim, as a school, to produce a safe and secure environment where all can learn without anxiety, and measures are in place to reduce the likelihood of bullying. (Anti-bullying leaflet can be found on the website and paper copy are available from the school office).

This policy aims to produce a consistent school response to any bullying incidents that may occur. We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person’s responsibilities with regard to zero tolerance of bullying in our school. (This policy links to the Safeguarding policy, Behaviour policy and Online Safety policy).

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 governors, teaching and non-teaching staff, pupils and parents/guardians will have an understanding of what bullying is.
- All governors, 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.
- All pupils and parents/guardians will know what the school policy is on bullying and what they can do if bullying occurs.
- Pupils and parents/guardians will be assured that they will be supported when bullying is reported.
- Whole school initiatives (staff training, celebration assemblies etc.) and proactive teaching strategies (Jigsaw lessons, circle 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 school has adopted the following collaborative definition of bullying which is our shared understanding of what bullying is:

Bullying is any deliberate, hurtful, upsetting, frightening or threatening behaviour by an individual or a group towards other people. It is repeated over a period of time and it is very difficult for the victims to defend themselves (remember STOP – it happens Several Times on Purpose). Bullying is mean and results in worry, fear, pain and distress to the victims.

Several
Times
On
Purpose



Start
Telling
Other
People

Bullying can be defined as 'behaviour by an individual or a group, repeated over time that intentionally hurts another individual either physically or emotionally'. DfE 'Preventing and Tackling Bullying'.

Bullying can include physical and emotional abuse such as name calling, taunting, mocking, making offensive comments, kicking, hitting, taking belongings, producing offensive graffiti, gossiping, peer isolation (e.g. excluding people from groups) and spreading hurtful and untruthful rumours.

The same unacceptable behaviours can be expressed online; this is sometimes called online bullying or cyberbullying. Specifically, this can include sending offensive, upsetting and inappropriate messages by phone, text, instant messenger, through gaming, websites, social media sites and apps, and sending offensive or degrading photos or videos.

Moorlands Primary School recognises that bullying can be emotionally abusive and can cause severe and adverse effects on children's emotional development.

Bullying is recognised by Moorlands Primary School as being a form of child on child abuse; children can abuse other children.

Abuse is abuse and it should never be tolerated or passed off as "banter", "just having a laugh" or "part of growing up". We recognise that even if there are no reports of bullying, it does not mean it is not happening and it may be the case that it is just not being reported. All victims will be taken serious.

Forms and Types of Bullying Covered by this Policy

Bullying can happen to anyone.

This policy covers all types and forms of bullying including but not limited to:

- Bullying related to physical appearance
- Bullying of young carers, children in care or otherwise related to home circumstances
- Bullying related to physical/mental health conditions
- Physical bullying
- Emotional bullying
- Sexualised bullying/harassment
- Bullying via technology, known as online bullying or cyberbullying

Prejudiced-based and discriminatory bullying may include:

- Bullying related to race, religion, faith and belief and for those without faith
- Bullying related to ethnicity, nationality or culture
- Bullying related to Special Educational Needs or Disability (SEND)
- Bullying related to sexual orientation (homophobic/biphobic bullying)
- Gender based bullying, including transphobic bullying

Where does bullying happen?

It can happen anywhere – in the classroom, in the corridor, in the toilets, in the dining hall, in the playground. Bullying may also happen on the way to and from school. In such cases, the Head teacher is empowered by law to deal with such incidents but must do so in accordance with the school's policy.

At Moorlands Primary School, we are concerned with our children's conduct and welfare outside as well as inside school and we will do what we can to address any bullying issues that occur off the school premises. The following steps may be taken:

- Talk to the children about how to handle or avoid bullying outside the school premises
- Talk to the local Community Police Officer about problems on the streets
- Talk to the Head Teachers of other schools whose children may be involved in bullying off the premises
- Discuss coping strategies with parents

At Moorlands Primary School, we work with your children daily to ensure that they have an awareness of and an understanding of the values of co-operation, equality, perseverance, respect, peace and responsibility. This is to develop them socially and to help them prepare for the next step of their journey as they leave us. Therefore, we expect that our parents and carers as their adult role models, to support us in instilling these values with your children. Where incidents of verbal and physical aggression occur between adults, we are obliged to report these events to our Police Community Support Officer, and or the Police, as the School has a responsibility to all parents, carers and children who are arriving and or leaving the school site.

What can you do if you are being bullied?

Wherever you are in school, you have the right to feel safe. Nobody has the right to make you feel unhappy. If someone is bullying you, it is important to remember that it is not your fault and there are people who can help you:

- Tell someone you can trust – it can be a teacher, a teaching assistant, a midday supervisor, a parent, a friend, a brother, a sister or a relative.
- If you are scared, ask a friend to go with you when you tell someone.
- If you don't feel you can talk to someone about it, write it down for someone to read
- When you tell an adult about the bullying give them as many facts as you can (What? Who? Where? When? Why? How?).
- Keep a diary of what's been happening and refer to it when you tell someone.
- Never be afraid to do something about it and quick.
- Don't suffer in silence.
- Don't blame yourself for what is happening.

What can you do if you see someone else being bullied?

- Let an adult know straight away
- Don't take the bully on yourself.
- Don't join in with the bully
- Encourage the person to talk to someone and get help.

Procedures for dealing with bullying at Moorlands

- When any bullying has taken place between pupils, staff will deal with the issue immediately.
- Staff will make sure the victim(s) is and feels safe.
- Appropriate advice will be given to help the victim(s).
- Staff will listen and speak to all children involved about the incident separately.
- The problem will be identified and possible solutions suggested.
- Staff will attempt to adopt a problem solving approach which will move children on from them having to justify their behaviour.
- Appropriate action will be taken quickly to end the bullying behaviour or threats of bullying.
- Staff will reinforce to the bully that their behaviour is unacceptable.
- Parents or carers will be informed to discuss the situation – victim and perpetrator.

- In more extreme cases, e.g. where these initial discussions have proved ineffective, the Head teacher may contact external support agencies.
- In extreme or repeated cases, fixed-term or permanent exclusions may be a consequence in line with the school behaviour policy.
- Where the bullying of or by pupils takes place off school site or outside of normal school hours (including cyberbullying), the school will ensure that the concern is fully investigated and responded to in line with this policy and the school behaviour policy. If required, the DSL will collaborate with DSLs at other settings.

Procedures for dealing with cyber-bullying at Moorlands

When responding to cyberbullying concerns, the school will:

Act as soon as an incident has been reported or identified.

Provide appropriate support for the person who has been cyberbullied, and work with the person who has carried out the bullying to ensure that it does not happen again.

Encourage the person being bullied to keep any evidence (screenshots) of the bullying activity to assist any investigation.

Take all available steps where possible to identify the person responsible.

Where an individual can be identified, the school will ensure that appropriate sanctions are implemented to change the attitude and behaviour of the bully, as well as ensuring access to any additional help or support they may need.

Inform the police if a criminal offence has been committed.

Provide information to staff and pupils regarding steps they can take to protect themselves online.

Discuss strategies with parents.

Encourage the use of National Online Safety for safety strategies and cyber awareness.

Strategies discussed with parents may include:

- advising those targeted not to retaliate or reply.
- providing advice on blocking or removing people from contact lists.
- helping those involved to consider and manage any private information they may have in the public domain.

The school regularly updates parents with the developments of technology and provide up-to-date advice and education to all members of the community regarding positive online behaviour.

In school:

- Staff use a range of methods to help prevent bullying and to establish a climate of trust and respect for all. They use drama, role-play, stories etc., within the curriculum, to help pupils understand the feelings of bullied children, and to practise the restraint required to avoid lapsing into bullying behaviour.
- The school's behaviour policy encourages the use of praise, reward and celebrate the success of all children, and thus to help create a positive atmosphere.
- External visitors provide advice on bullying through productions and workshops.
- Safeguarding workshops promote awareness.
- We openly discuss differences between people that could motivate bullying, such as: children with different family situations, such as looked after children or those with caring responsibilities, religion, ethnicity, disability, gender, sexuality or appearance related difference.
- We challenge practice and language (including 'banter') which does not uphold the school values of tolerance, non-discrimination and respect towards others.
- We encourage pupils to use technology, especially mobile phones and social media, positively and responsibly.
- We work with staff, the wider community and outside agencies to prevent and tackle concerns including all forms of prejudice-based and discriminatory bullying.
- We actively create "safe spaces" for vulnerable children and young people.
- We celebrate success and achievements to promote and build a positive school ethos.
- We train staff to identify forms of bullying and take appropriate action following the school's policy and procedures which involves the recording and reporting incidents.
- We consider a range of opportunities and approaches for addressing bullying throughout the curriculum and other activities, such as: through displays, assemblies, peer support, the school/student council, etc.
- We ensure anti-bullying has a high profile throughout the year, reinforced through key opportunities such as anti-bullying week
- We provide opportunities to develop pupils' social and emotional skills, including building self-esteem.

- We regularly collate pupils' views on the extent and nature of bullying ensuring that all pupils know how to express worries and anxieties about bullying.

The role of the Governors and Staff is to:

- Model the school's core values of equality, respect, responsibility, perseverance, peace and co-operation.
- Take all forms of bullying seriously, and seek to prevent it from taking place. Staff will record all incidents that happen on the internal School's Safeguarding software system (Head Teacher and DSL's are informed of this).
 - Investigate it themselves or refer it to the, Key stage Leader, Deputy Head teacher or the Head teacher.
- Support the child who is being bullied.
- Put in place interventions and 1-1 sessions to provide support to teach and guide the pupil regarded as the bully so that they can supported to change their actions.
- Implement appropriate disciplinary sanctions; the consequences of bullying will reflect the seriousness of the incident, so that others see that bullying is unacceptable.

Safeguarding is a standing agenda item at the weekly staff meeting and concerns are discussed. Vulnerable pupils may be placed on 'High Observation Alert' if necessary.

The role of parents and carers

- Parents and carers, who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately. If they are not satisfied with the response, they should contact the Key Stage leader, Deputy Head teacher or Head teacher. If they remain dissatisfied, they should follow the school's complaints procedure.
- Parents and carers have a responsibility to support the school's anti-bullying policy, actively encouraging their child to be a positive member of the school.
- Model the school's core values of equality, respect, responsibility, perseverance, peace and co-operation.

The role of pupils

- Pupils are encouraged to tell anybody they trust if they are being bullied, and if the bullying continues, they must keep on letting people know.
- Model the school's core values of equality, respect, responsibility, perseverance, peace and co-operation.
- Pupil voice opportunities are provided for discussions around anti-bullying.
- Buddies from KS2 emotionally support pupils in developing relationships within play.

Monitoring and Review: Putting Policy into Practice

- The school will ensure that they regularly monitor and evaluate mechanisms to ensure that the policy is being consistently applied.
- Any issues identified will be incorporated into the school's action planning.
- The Head Teacher will be informed of bullying concerns.

Useful Links and Supporting Organisations

The following links may provide additional support to children, staff or families.

- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
- Childline: www.childline.org.uk
- Family Lives: www.familylives.org.uk
- Kidscape: www.kidscape.org.uk
- MindEd: www.minded.org.uk
- NSPCC: www.nspcc.org.uk
- PSHE Association: www.pshe-association.org.uk
- Restorative Justice Council: www.restorativejustice.org.uk
- The Diana Award: www.diana-award.org.uk
- Victim Support: www.victimsupport.org.uk
- Young Minds: www.youngminds.org.uk
- Young Carers: www.youngcarers.net

Cyberbullying

- Childnet: www.childnet.com
- Internet Watch Foundation: www.iwf.org.uk
- Report Harmful Content: <https://reportharmfulcontent.com/>
- UK Safer Internet Centre: www.saferinternet.org.uk
- The UK Council for Internet Safety (UKCIS): www.gov.uk/government/organisations/ukcouncil-for-internet-safety
- DfE 'Cyberbullying: advice for headteachers and school staff': www.gov.uk/government/publications/preventing-and-tackling-bullying
- DfE 'Advice for parents and carers on cyberbullying': www.gov.uk/government/publications/preventing-and-tackling-bullying

SEND

- Changing Faces: www.changingfaces.org.uk
- Mencap: www.mencap.org.uk
- Anti-Bullying Alliance Cyberbullying and children and young people with SEN and disabilities: www.anti-bullyingalliance.org.uk/tools-information/all-about-bullying/atrisk-groups/sen-disability

Race, Religion and Nationality

- Anne Frank Trust: www.annefrank.org.uk
- Kick it Out: www.kickitout.org
- Report it: www.report-it.org.uk
- Stop Hate: www.stophateuk.org
- Educate against Hate: www.educateagainsthate.com
- Show Racism the Red Card: www.srtrc.org/educational

LGBTQ+

- Barnardo's LGBTQ Hub: www.barnardos.org.uk/what_we_do/our_work/lgbtq.htm
- Metro Charity: www.metrocentreonline.org
- EACH: www.eachaction.org.uk
- Proud Trust: www.theproudtrust.org
- Schools Out: www.schools-out.org.uk
- Stonewall: www.stonewall.org.uk Sexual Harassment and Sexual Bullying
- NSPCC 'Report Abuse in Education' Helpline: 0800 136 663 or help@nspcc.org.uk
- Ending Violence Against Women and Girls (EVAW): www.endviolenceagainstwomen.org.uk
- Disrespect No Body: www.gov.uk/government/publications/disrespect-nobody-campaignposters