



MARISH

Academy Trust

Anti Bullying Policy

Date: March 2015

MARISH PRIMARY SCHOOL ANTI-BULLYING POLICY

Background

This policy was developed in 2015 through consultation with children, parents, staff and governors. Much of the discussion about what bullying is and how we should deal with it was presented to the children by our school council in a series of assemblies or by visiting schools leading assemblies.

The result is a child friendly policy which incorporates many of the children's own thoughts and feelings on this issue. Moreover the strategies for dealing with bullying when it occurs and for preventing it are the children's own suggestions in a response to role plays and question and answer sessions in the same assemblies.

Statement of Intent

At Marish Academy we are committed to creating and maintaining a bullying free zone; so providing a caring, friendly and safe environment for all of our pupils where they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. It is our aim, if bullying does occur, that every child will feel able to tell an adult and know that incidents will be dealt with promptly and effectively. This means that *anyone* who knows that bullying is happening is expected to tell the staff.

Although this policy refers in the main to the children in our care, we are also aware of and endorse the anti –bullying measures for adults in the Slough Local Authority Personnel Guide.

What Is Bullying?

Bullying is a repeated behaviour which results in pain and distress to the victim.

Bullying can be:

- 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

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving. Schools have a responsibility to respond promptly and effectively to issues of bullying.

Objectives of this Policy

Bullying will not be tolerated so:

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors, teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.

Signs and Symptoms

A child may exhibit several signs that they are being bullied. Adults should investigate if a child exhibits any of the following behaviours or changes in behaviour:

- is frightened of walking to or from school
- 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

Procedures

1. All allegations of bullying will be investigated by staff.
2. If someone has been bullied, the incident will be recorded by staff.
3. In all recorded cases parents will be informed.
4. An attempt will be made to help the bully (bullies) change their behaviour and if necessary reference will be made to the outreach behaviour centre at Littledown
5. If necessary and appropriate, police will be consulted

Outcomes

The bully (bullies) may be asked to genuinely apologise. Other consequences, such as making recompense for damage to property may be considered appropriate in some circumstances.

If possible, the pupils will be reconciled

After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

In serious cases, suspension or even exclusion will be considered

Prevention

We will use the following methods for helping children to prevent bullying before it starts and to encourage them to take appropriate action if they come across incidents of bullying:.

- discussing bullying and the many forms it make take in both the classrooms and assemblies at least termly.
- using PSHE lessons to read/write stories or poems, make up role-plays or draw pictures about bullying with the specific aim of developing awareness of bullying and why it must be stopped
- involving children in the development of our anti bullying policy (see appendix 1 – which outlines how we continue to do this)
- compiling a child -friendly set of school guidelines for anti bullying rules which are regularly reviewed – see Appendix 2 ‘Anti bullying Charters’ drawn up by both schools
- would aim to include reference to or involve ourselves in any local or national initiatives promoting anti-bullying, such as anti-bullying week every November and ‘We Day 2015’ in March.

This policy was agreed by staff in March 2015 and ratified by Governors in. It will be reviewed in Spring Term 2017.

Appendix 1: How we involved children in the development of our anti bullying policy

Anti Bullying work by school Council as part of anti-bullying policy review 2014-2015

Reason for school council's involvement.

In our revised anti bullying policy 2013 (updated 2015) it states that: 'Much of the discussion about what bullying is and how we should deal with it was presented to the children by our school council in a series of assemblies in 2013 and 2015. The result is a child friendly policy which incorporates many of the children's own thoughts and feelings on this issue. Moreover the strategies for dealing with bullying when it occurs and for preventing it, are the children's own suggestions in a response to role plays and question and answer sessions in the same assemblies.'

This is why we are continuing to involving school council at Marish and Learning Mentors at Willow in an effort to gain more feedback from the children themselves about how to prevent bullying in our school. It is also well established good practice to involve children in reviewing policies which directly affect them.

Schedule of planning and delivery of anti bullying items 2014 - 2015:

<u>Schedule</u>	<u>Marish</u>	<u>Willow</u>
<u>Autumn term 2014</u>	KS2 assembly led by Langley Grammar School	<ul style="list-style-type: none"> • Planning meeting with Junior Leaders to plan workshops for each year group • Workshops delivered by Junior Leaders
	Workshops with school council to: <ul style="list-style-type: none"> • plan assembly for KS1 • draw up 'Anti Bullying Charter' 	
<u>Spring 2015</u>	Delivery of KS1 assembly to present 'Anti Bullying Charter'	Delivery of whole school assembly to present 'Anti Bullying Charter'
	Attendance for 12 pupils at 'We Day' @ Wembley . (This is an international organization whose aim is to make the world better by children for children. We need two projects. One local that will be the anti bullying work we have undertaken. The second will be international and will be selected after attendance at the conference.)	

Examples of reports written by pupils about their work on anti-bullying

1. Year 5 and year 6 Junior Leaders were talking about bullying and anti-bullying and also to show our assembly to ks2 classes. All Junior leaders took parts of saying their lines and what children

need to do. KS2 classes were doing different activities and also they were doing a small play to show it to everybody. Every one had a post-it note and they wrote about what's good about Willow Primary School and then stuck it on the white board in the hall.

By Vanesa.

2. So far we have been working on the theme anti - bullying. We have been making things that you should be doing to prevent bullying taking place in our school. We planned to make an assembly about anti bullying that we will hopefully make it work. All of us have been playing games drama, role play, a game called the friendship game, learning charter card sort and the one we are planning to do is our assembly .

By Neja

3. Anti-bullying...

Recently, the junior leaders have been creating and planning their own events for the entire school. We try to make our events as enjoyable as can be. So far we had planned an anti-bullying assembly which thankfully was successful.

We played different games such as:

- The friendship game
- Card sort
- Learning charter
- Drama
- Role play

These games were played by ks1/ks2. We plan, think and create. We wish to prevent bullying and hope this school is a bully free zone...

WORK TO BE OUTSTANDING

DESERVE TO BE OUTSTANDING

WILL BE OUTSTANDING...

By Zahra

Appendix 2: Anti-bullying Charters

Marish School
Anti-bullying Charter

1. Look after one another
2. Do not tolerate people being unkind to you -tell
an adult
3. It is not always easy to spot signs of bullying so
make sure you ask people who look sad if they
are ok
4. Do not call anyone names
5. Try to include everyone in games
6. Follow the school rules
 - Follow instructions straight away
 - Care for everybody and everything
 - Show good manners at all times

Willow Class anti-bullying charter

1. Look after one another.
2. Do not tolerate people being unkind to you-tell an adult
3. It is not always easy to spot signs of bullying so make sure you ask everyone if they are ok.
4. Do not call anyone names
5. Include everyone in games
6. Follow the school rules
 - .Follow instructions straight away
 - .Care for everybody and everything
 - .Show good manners at all times