MARISH
Academy Trust

Anti Bullying Policy

Date: March 2019

MARISH PRIMARY SCHOOL ANTI-BULLYING POLICY

Background

This policy was initially developed in 2015 through consultation with children, parents, staff and governors. All subsequent Anti-Bullying Policies continue to ensure the views of these key groups are reflected in the policy itself. The school councils at both Marish Primary School and Willow Primary School have actively reviewed and updated this policy.

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.

A particular focus and emphasis has been placed, in recent times, on the growing and prevalent issues surrounding online safety and cyber bullying. In conjunction with our Safe Guarding Officer, the school councils at both schools have presented the Anti-Bullying message focused on this specific issue.

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.
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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. The use of trained staff may be appropriate in some cases to off Restorative Justice. This will be done with the consent of all parties as well as parents/ carers of all parties.
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 (in line with our behaviour policy).

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.
- Focusing, at the start of each unit of Computer Science, on specific areas of cyber bullying. These will include enabling children to understand, identify and safely deal with incidents of cyber bullying with the strong emphasis of informing responsible adults as soon as possible.

- 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. We are also engaged with initiatives developed by the police for (the choices program) which focuses on understanding and celebrating diversity as well as equipping children with the understanding and strength to make appropriate choices when faced with situations such as bullying

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 2018 - 2019:

Schedule	Marish	Willow
Summer 2018	School council met to review the Anti Bullying Policy, suggest changes and create update the charter	School council met to review the Anti Bullying Policy, suggest changes and create update the charter
	Assemblies led by school council	Assemblies led by school council
Autumn 2018	Staff training in specific year groups (initially 5) to launch the 'Choices' project in conjunction with SBC and the police force.	Staff training in specific year groups (initially 5) to launch the 'Choices' project in conjunction with SBC and the police force.
Spring 2019	'Choices' program rolled out in year 5	'Choices' program rolled out in year 5
	School council to meet with safeguarding officer to develop assembly focused on cyber bullying	School council to meet with safeguarding officer to develop assembly focused on cyber bullying
	Safeguarding officer to offer parental workshop focused on 'new' online platforms, delivering information on how to keep children safe	Safeguarding officer to offer parental workshop focused on 'new' online platforms, delivering information on how to keep children safe
Summer 2019	Staff training for year 6 teachers to launch the 'Choices' project in conjunction with SBC and the police force.	Staff training for year 6 teachers to launch the 'Choices' project in conjunction with SBC and the police force.
	'Choices' program rolled out in year 6	'Choices' program rolled out in year 6
	School council assembly focused on cyber bullying	School council assembly focused on cyber bullying

Appendix 2: Anti-bullying Charters

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Marish School
Anti-bullying Charter

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- Have fun at playtimes and walk away from trouble.
- Follow the diamond rules;- care for everyone and everything, follow instructions straight away and show good manners at all times.
- Show empathy and respect for others.
- Use your pupil voice and support anyone who is having a problem.
- Always think carefully about the choices you make.
- Talk to someone you trust if you have a problem – make sure you put yourself first.

Willow Class anti-bullying charter

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