



Anti Bullying Policy

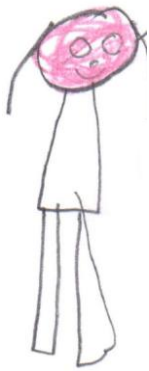
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Introduction



We are very proud of our school and are determined to make sure everyone enjoys all that Marlbrook, Wellington and St Martin's has to offer. We want every pupil to have all the opportunities they can to learn, feel safe, enjoy and achieve. Our Anti-Bullying policy will help us do this.

Bullying



Bullying hurts inside and outside,
Unique is something everyone is,
Let a teacher know if you're being bullied,
Listen to your mates for an idea how to deal with it,
Your friends and family care about you,
I don't have to put up with bullying,
No one deserves to be bullied,
Get help straight away.

We want Marlbrook, Wellington and St Martin's Primary schools to be healthy, safe environments that warmly welcome all parents, staff, visitors and

children. We want our schools to be friendly and polite places where everyone can try their best, where no one feels hurt and where there are no bullies and no sign of bullying. We want pupils and staff to feel supported and go home at the end of the day having learnt lots, had fun and be happy to come back the next day.

Our Promises

- We aim to stop all bullying at our schools and promote friendship.
- We want to make sure all pupils understand it is wrong to be a bully.
- We will support bullies to change their behaviour and become responsible members of our school communities. We need to help any bully to stop and realise that bullying is unacceptable!
- We will have a consistent system to deal with bullies so everyone knows what will happen if there is a problem.
- We will publicise our policy to everyone including parents/carers, children and staff.
- We will promise to make sure everyone feels safe and happy in class.
- If a child feels they are being bullied, then we promise we will try our hardest to investigate and take action where needed. We will also make sure we monitor the situation and check on

people after a week to make sure they are happy with how their worries have been dealt with.



Disability Discrimination

Some children do not always have the ability to monitor or adapt their behaviours due to their special educational needs. This means that sometimes we will have to make reasonable adjustments to our policy to meet all the needs of the children involved.

When bullying incidents are confirmed and consequences issued, children will automatically be referred to the Student and Family Support Team for extra help and programmes of support.





What is bullying?

Bullying is:

- deliberate, hurtful behaviour repeated over a period of time.
- something that has happened more than once or twice.

Bullying can take a number of forms:

- physical, e.g. hitting, kicking
- emotional or verbal, e.g. name calling, exclusion, threatening and making someone do something they don't want to do or don't feel comfortable doing
- damage to property, e.g. taking lunches or destroying school books
- cyber bullying, which can take place through the internet or by mobile phone!

Cyberbullying

If you are being bullied, **ALWAYS** tell a parent, teacher or a trusted adult.

Stop bullying!



If you being bullied, have a friend to help you.

Don't bully, it hurts people's feelings and they can feel lonely, upset and scared



Never reply to a bully but save and delete nasty or upsetting message



Take Action!

Who is a bully ?

We feel a bully is someone who hurts you on purpose. They may sometimes punch, pull, kick, slap, scratch and trip you up. They sometimes say nasty things to upset you. They tease you. Sometimes, they hurt your feelings by ignoring you and not letting you play. They may hide or steal your property.

They are people who use their actions and their power to make you feel sad, small or worthless.

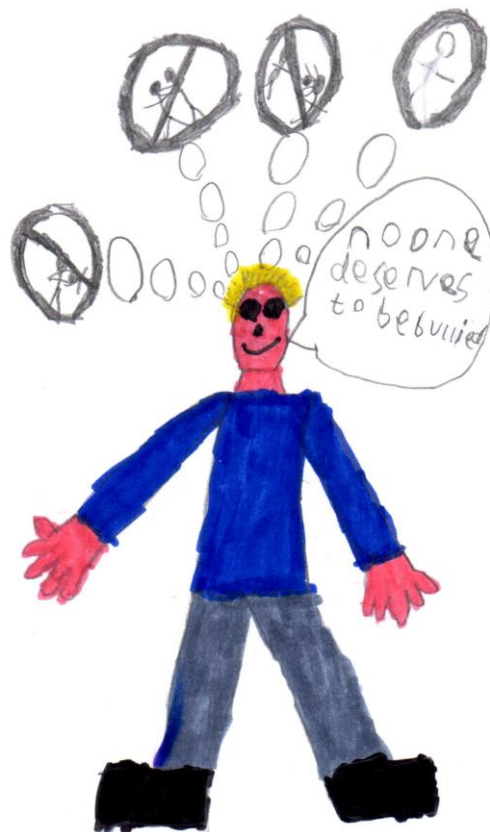
It feels like they only care about themselves and no-one else.

Bullying can happen to anyone. It can be:

- Bullying related to physical appearance
- Bullying of young carers, children in care or otherwise related to home circumstances
- Bullying related to physical or mental health conditions
- Physical bullying
- Emotional bullying
- Sexualised bullying/harassment
- Bullying via technology, known as online bullying or cyberbullying
- Prejudiced-based and discriminatory bullying (against people/pupils with protected characteristics) which 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

Bullying is 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 seriously and offered appropriate support, regardless of where the abuse takes place.



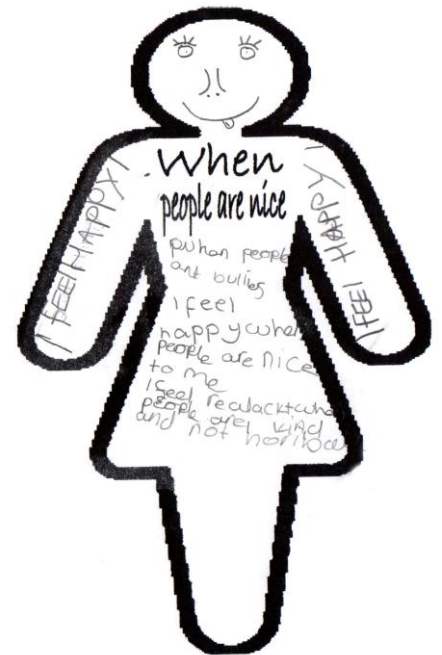
Prevention

If we have bullies, the school will deal with them but we hope to create an environment where bullies **do not** succeed and are a rarity.

We will create this environment by:

Encouraging friendships

- All pupils will take part in positive group work in class because it develops good communication skills and teaches us to work together as friends and team members.
- Shining a spotlight on bullying through enrichment weeks and days to build awareness (e.g. Anti-bullying week).
- We will have a weekly 'Good Friend' award (in the form of a sticker) in our celebration assemblies to promote and reinforce friendship skills. This person will be nominated by their class mates.



Building the confidence of all pupils

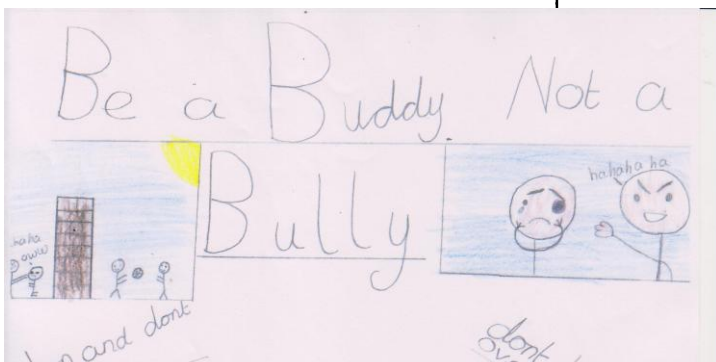
- We will create a culture where it is okay to talk about weaknesses and worries in a supportive, caring environment. Our Student Support Team will support the work in class to build our confidence and self-esteem. We will use worry boxes to share our feelings too.
- Our schools' ethos is based on positive reinforcement. We are always on the lookout for good behaviour, excellent work and kindness

which we can all reward. In our weekly assemblies we celebrate our 'Friend of the Week'.

- Pupils will be taught how to cope with what happens when friendships go wrong and given strategies to deal with conflict. They will also have specific lessons about the problem of bullying.
- They are also given lessons on consent and know that 'It's okay to say no'. We try to build confidence and resilience in everyone.
- We will also draw up friendship contracts between pupils who need them.

The school environments

- Playtimes and lunchtimes are well staffed so there are lots of people looking after pupils and encouraging positive relationships.
- We have lots of posters in school encouraging us to be respectful and celebrate each other's qualities. There are also lots of anti-bullying posters.
- We are well-resourced schools with lots of useful play areas and equipment to allow us to play nicely together.
- There are clear guidelines about where we can and cannot go at unstructured times to ensure we can be supervised properly.



Rules

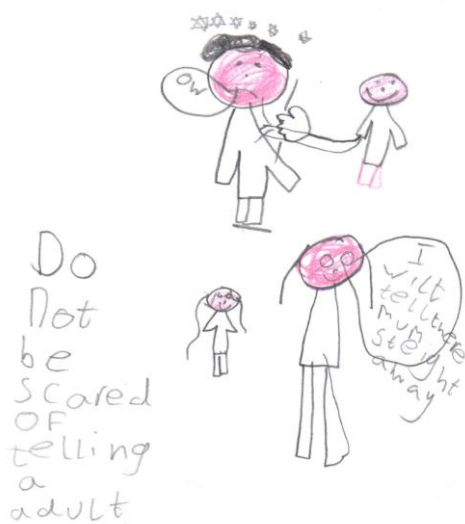
- Pupils will all be made aware of Fern Academy Trust's Anti-Bullying policy and the high expectations we have for behaviour.
- In the first week back after the summer holidays, pupils will be responsible for writing and agreeing to a set of class rules, which support our Anti-Bullying and Behaviour policies and will be informed of the playtime rules.



What happens when bullying does occur?

We will encourage an environment where ALL incidents of bullying are reported to an adult. We will

have posters in school to encourage pupils to tell - to talk about what is happening to them. Pupils will also have annual training so they know what a bully is and what to do about it. This will usually happen in the Autumn term during Anti-Bullying week.



If a pupil reports an incident of bullying we need to know the adult will **ALWAYS** treat it seriously and with discretion. All incidents will be investigated.

To begin with, the teacher will speak to both the bully and the bullied pupil to establish exactly what has happened. The teacher will involve Mrs Gibson, Mr Wilson, Mrs Priday, Miss Andrews, Mrs Matthews, Mr Morgan, Miss Blankley, Miss Evans, Mr Hollingsworth or the Student Support Team.

In more serious cases, the leadership team will arrange a meeting with both sets of parents/carers individually. Both the bully and the bullied pupil can also have sessions with the Student Support Team to discuss what has happened. Bullies will always be given the support they need to understand why their behaviour is inappropriate.

If the bullying carries on, the bully may be suspended for a period of time or, in more extreme cases, permanently excluded.

After a report of bullying the adult **will always ensure** there is a follow up meeting with the pupil a week later to check everything is all right. They will also call the pupil's parents/carers.

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.

Responsibilities

It is the responsibility of:

The Headteacher to communicate this policy to the school community, to ensure that disciplinary measures are applied fairly, consistently and reasonably, and that a member of the senior leadership team has been identified to take overall responsibility.

Governors to take a lead role in monitoring and reviewing this policy.

All staff, including governors, senior leadership, teaching and non-teaching staff, to support, uphold and implement this policy accordingly.

Parents/carers to support their children and work in partnership with the school.

Pupils to abide by the policy.

Appendix 1

Sources of Information

DfE resources:

DfE Behaviour and Discipline in Schools Guidance

<http://www.education.gov.uk/schools/pupilsupport/behaviour/f0076803/advice-forheadteachers-and-school-staff-on-behaviour-and-discipline>

Legislative links:

There are several pieces of legislation which set out measures and actions for schools in response to bullying, as well as criminal and civil law. These may include (but are not limited to):

The Education and Inspection Act 2006, 2011

The Equality Act 2010

Protection from Harassment Act 1997

The Malicious Communications Act 1988

Public Order Act 1986

Schools' duty to promote good behaviour ([Education and Inspections Act 2006 Section 89](#))

Power to tackle poor behaviour outside school ([Education and Inspections Act 2006 Section 89\(5\)](#))

[The Equality Act 2010](#)

[The Children Act 1989](#)

Specialist Organisations:

[The Anti-Bullying Alliance](#) (ABA): Founded in 2002 by NSPCC and National Children's Bureau, the Anti-Bullying Alliance (ABA) brings together over 100 organisations into one network to develop and share good practice across the whole range of bullying issues. www.anti-bullyingalliance.org.uk

[Beatbullying](#): A bullying prevention charity with an emphasis on working directly with children and young people. In addition to lesson plans and resources for parents, Beatbullying have developed the Cybermentors peer support programme for young people affected by cyberbullying. www.beatbullying.org

[Kidscape](#): Charity established to prevent bullying and promote child protection. Advice for young people, professionals and parents about different types of bullying and how to tackle it. They also offer specialist training and support for school staff, and assertiveness training for young people. www.kidscape.org.uk

Cyberbullying:

[ChildNet](#) International: Specialist resources for young people to raise awareness of online safety and how to protect themselves. www.childnet-int.org/

LGBT(lesbian, gay, bisexual, and transgender" people):

[Schools Out](#): Offers practical advice, resources (including lesson plans) and training to schools on LGBT equality in education.

[Stonewall](#): An LGBT equality organisation with considerable expertise in LGBT bullying in schools, a dedicated youth site, resources for schools, and specialist training for teachers.

SEN/D (Special Educational Needs and/or disability):

[Mencap](#): Represents people with learning disabilities, with specific advice and information for people who work with children and young people.