Anti – Bullying Policy

Next Review: Autumn 2024

The aim of this policy is to try to prevent and deal with any behaviour deemed as bullying.
The school has adopted the following collaborative definition of bullying which is our shared understanding of what bullying is:

Bullying is behaviour which is repeated over a period of time. It is deliberate, hurtful, upsetting, frightening, or threatening behaviour by an individual or a group towards other people and it is very difficult for the victim to defend themselves.

Remember **STOP** – it happens **S**everal **T**imes **o**n **P**urpose.

Bullying can be:

- Emotional - being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures), ridicule, humiliation.
- Verbal - name calling, sarcasm, spreading rumours, threats, teasing, making rude remarks, making fun of someone.
- Physical - pushing, kicking, hitting, pinching, throwing stones, biting, spitting, punching or any other forms of violence, taking or hiding someone's things.
- Racist - racial taunts, graffiti, gestures, making fun of culture and religion.
- Sexual – unwanted physical contact or sexually abusive or sexist comments
- Homophobic – because of/ or focussing on the issue of sexuality.
- Online/ cyber – setting up 'hate websites', sending offensive text messages, emails and abusing the victims via their mobile phones.
- Any unfavourable or negative comments, gestures or actions made to someone relating to their disability or special educational needs.

Bullying is not:

It is important to understand that bullying is not the odd occasion of falling out with friends, name calling, arguments or when the occasional trick or joke is played on someone. It is bullying if it is done several times on purpose (STOP).
Children sometimes fall out or say things because they are upset. When occasional problems of this kind arise it is not classed as bullying. It is an important part of children's development to learn how to deal with friendship breakdowns, the odd name calling or childish prank. We all have to learn how to deal with these situations and develop social skills to repair relationships.

Procedures for reporting and responding to bullying incidents

The following is a list of actions available to staff depending on the perceived seriousness of the situation. The emphasis is always on a caring, listening approach as bullies are often victims too – that is why they bully.

- All reported instances of bullying are referred to a member of the leadership team and are recorded in the school's incident file.
- Discussions at length with the victim. This will require patience and understanding. Remember – listen, believe, act.
- Discussions with the bully. Share the details and ask them to tell the truth about the situation/ incident. Make it clear that bullying is not acceptable at Mount Nod Primary School.
- Sanctions will be in line with the Behaviour Policy and parents will be informed of issues and consequences.
- If they do not own up, investigate further. If it is clear that they are not telling the truth, continue with the procedure. Children usually own up if presented with all the facts.
- Separate discussions with the parents of the bully and victim.
- Continue monitoring the situation by observing at playtimes/ lunchtimes and having discussions with the victim to ensure that there is no repetition.

In order to identify incidents of bullying and the identities of a bully, at Mount Nod Primary School we have agreed to use the following strategies:

- All staff will watch for early signs of distress in pupils
- All staff will listen, believe and act
- Worries/ Suggestions Box in school where children can confidentially post written notes if they feel they cannot speak about their problem
- Peer support will be available during the school day
- Posters will be displayed in school dissuading children from bullying
- The ChildLine telephone number will be displayed clearly in school
- Children will regularly be taught how to recognise and respond if they are being bullied or if they witness bullying
- Undertake regular questionnaires and surveys to monitor the extent of bullying in school and the effectiveness of this policy
- Leaflets and letters to be sent home to develop families understanding of what bullying is and is not
- Raise awareness of bullying by regularly supporting national anti-bullying events and initiatives.