

Marsh Green Primary School



ANTI-BULLYING POLICY

October 2012

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The role of the Headteacher, as manager of the school, is to ensure *as far as is reasonably practicable*, structures and procedures embedded in school behaviour policies prevent bullying.

Bullying will not be tolerated.

Bullying is an insidious social problem found in all occupations and walks of life. In the school environment, it can be found amongst the pupils and the staff. There are also occasions when staff in school can feel they are being bullied by other staff or parents of pupils.

Bullying can be:

- physical: pushing, kicking, and pinching, any form of violence, threats.
- verbal: name calling, sarcasm, spreading rumours, persistent teasing
- emotional: tormenting, threatening, ridicule, humiliation, and exclusion from groups or activities.
- racist: a racial taunt, graffiti, gestures.
- racist incidents are recorded within the school system via the Headteacher and recorded on a spreadsheet.
- sexual: unwanted physical contact, abusive comments.

When an allegation of bullying is made school will:

- take all incidents seriously and investigate all incidents
- support the bullied individual by discussions and helping them to develop strategies to deal with bullies.
- support the victim by choosing a trusted adult in whom the victim can confide.
- support the bully by helping them recognise their unsociable behaviour and offering support to modify that behaviour.
- involve the bully and the victim but ensure that they are interviewed separately
- inform parents of incidents.
- inform staff so that the pupil is supported and knows who to contact.
- ensure that action is taken

Action may include:

- imposition of sanctions
- obtaining an apology
- informing parents of the bully and victim
- providing appropriate training
- providing mentor support for both victim and bully
- recording of incident by both victim and bully.

Children who are being bullied at school will not always readily tell those in authority. Staff needs to watch for the following indicators.

1. unwillingness to enter school
2. withdrawn, isolated behaviour
3. complaints about missing possessions
4. refusal to talk about a problem
5. child easily distressed
6. damaged or incomplete work
7. a sudden decline in the quality of work

Staff will be able to use their knowledge of the pupils to identify changes in their behaviour that might indicate bullying. Staff will then share this concern and tracking procedures will be put into operation.

The following curriculum provision is made to enable pupils to discuss issues:

Referral to see the Learning Mentor or to attend Nurture Circle time

Personal, social, health education and citizenship

Religious education

Circle of Friends

Playleader scheme

Self organised learning strategies

School Council

Peer mentoring (being developed)

The management team are investigating:

Buddy system

Audit system to identify risk groups and areas.

Available in school are:

Kidscape materials

Lucky Duck materials

Anger management materials

CD-Rom for pupil, staff, parent and governor use with suggestions for all parties.

Whistle Blowing policy, available in Employment Handbook for Schools, for staff who require guidance.

Reviewed October 2012

Next review October 2013

Written using guidelines from:

Wigan L.E.A

DfES

N.A.H.T

Kidscape

Lucky Duck

Childline

Bullying On-line