



Promoting Friendship and Anti-bullying Strategies at Moorlands Primary Academy

At Moorlands C of E Primary Academy we have defined bullying as:

‘deliberate, hurtful behaviour, repeated over time, which is difficult to stop (power).’

We support the pupils to understand the difference between bullying and other hurtful behaviour by exploring the definition with them – pupils should be encouraged to use a range of media to help them define for themselves what bullying is.

Promoting Anti-bullying Strategies

- promote the Core Values
- use positive behaviour management strategies
- promote Friendship and Problem-solving routines for pupils
- be a “telling school” where anyone seen bullying or has it done to them tells an adult
- inform the parents/carers of the bully of what has been happening
- make the consequences of bullying known to all the children

What should pupils do if they think they are being bullied?

Pupils should be encouraged to understand what bullying is and that it is important they tell someone if they feel bullied. Most pupils do not tell adults, they tend to choose a peer or staff may notice changes in their behaviour. Staff need to be aware of some of the signs that could indicate they are being bullied.

What should the pupils tell an adult?

- Who has been bullying you?
- How long has this been going on?
- How many times has this happened to you?
- Has anyone seen this happen? If so, who?
- Has anyone else been bullied by the same person?
- Have you told anyone else about this before?
- Was anything done about it?
- Have you done anything unhelpful that has not helped the situation?

What should a pupil do if they witness bullying?

- Tell a peer mentor or adult in school
- Tell a parent

What additional steps will there be if the bullying continues?

The Code of Conduct will be followed. Additional steps to make the pupil feel safe need to be taken and the staff will meet with both sets of parents to agree a way forward.

What action will our school take?

If teachers witness an act of bullying, they do all they can to support the child who is being bullied. If a child is being bullied, then, after consultation with the headteacher, the teacher informs the child's parents.

We keep an incident book in which we record all incidents.

If we become aware of any bullying taking place between children, the issue will be dealt with immediately. This may involve counselling and support for the victim of the bullying, and punishment for the child who has carried out the bullying. The child who has carried out the bullying will be spoken to regarding their behaviour – explanations will be given as to why their behaviour was wrong and action will be taken to help them change their behaviour in the future. In extreme cases where these initial discussions have proven ineffective, the headteacher may contact external support agencies such as Social Services.

What should parents do about bullying?

Inform the school if they think their child is being bullied or is bullying other children. Try to establish the facts and keep an open mind. The symptoms at home of children being bullied or who are bullying can sometimes be very similar. With older children, it might be useful to refer to this policy. With all children, parents and/or carers should talk about the problems of bullying with their child.

Important information about bullying

- The nature of bullying changes, as pupils grow older and can become subtler.
- Most bullying is not physical or direct. Children identify emotional and social forms of bullying as most hurtful.
- Bullying exists in all ages, social, ethnic and gender groups and in both urban and rural settings.
- Most bullying is between children of the same ages.
- Those who witness bullying are as deeply affected as those who are directly bullied.
- Children follow example. If home life does not offer a secure and safe environment and they frequently see aggressive behaviour between adults and towards themselves they will tend to adopt aggressive behaviour patterns themselves.

Review

The governing body, headteacher and all staff view bullying a very serious impairment of the school's normal work and life. They will, therefore, keep this policy under regular review with a report to the governing body once a year. The pupil discipline committee who will hear any parental objections to fixed and permanent exclusion and will discuss individual incidents.