



Introduction

At Mornington Primary, in line with Every Child Matters, we aim to provide a safe, caring and friendly environment for all our pupils to allow them to learn effectively, improve their life chances and help them maximise their potential.

Our school vision states that every child should feel safe, valued, supported and happy in school and we aim to provide opportunities to develop each child's self-confidence and pride.

We would expect pupils to feel safe in school, including that they understand the issues relating to safety, such as bullying and that they feel confident to seek support from school should they feel unsafe.

Policy Development

This policy was formulated in consultation with the whole school community with input from members of staff, governors, parents/carers, children and young people. Pupils contribute to the development of the policy through the school council, circle time discussions, etc. The school council will develop a student friendly version to share with each class.

Roles and Responsibilities

The Head teacher – Has overall responsibility for the policy and its implementation and liaising with the governing body, parents/carers, LA and outside agencies and appointing Anti-bullying coordinators who will have general responsibility for handling the implementation of this policy.

Our Anti-bullying Coordinators are the Deputies, Mrs Clare Smith and Mrs Rebecca Joyce.

Their responsibilities are:

- Policy development and review involving pupils, staff, governors, parents/carers and relevant local agencies
- Implementing the policy and monitoring and assessing its effectiveness in practice
- Ensuring evaluation takes place and that this informs policy review
- Managing bullying incidents
- Managing the reporting and recording of bullying incidents
- Assessing and coordinating training and support for staff and parents/carers where appropriate
- Coordinating strategies for preventing bullying behaviour

The nominated Governor with the responsibility for Anti-bullying (Behaviour) is Councillor Mrs Jill Owen

Definition of Bullying

'Behaviour by an individual or group usually repeated over time, that intentionally hurts another individual or group either physically or emotionally'.

Safe to Learn: embedding anti bullying work in schools (2007).



How does bullying differ from teasing/falling out between friends or other types of aggressive behaviour?

- There is a deliberate intention to hurt or humiliate.
- There is a power imbalance that makes it hard for the victim to defend themselves.
- It is usually persistent.

Occasionally an incident may be deemed to be bullying even if the behaviour has not been repeated or persistent – if it fulfils all other descriptions of bullying. This possibility should be considered, particularly in cases of sexual, sexist, racist or homophobic bullying and when children with disabilities are involved. If the victim might be in danger then intervention is urgently required.

What does bullying look like?

Bullying can include:

- name calling
- taunting
- mocking
- making offensive comments
- physical assault
- taking or damaging belongings
- cyber bullying - inappropriate text messaging and e mailing; sending offensive or degrading images by phone or via the internet
- producing offensive graffiti
- gossiping and spreading hurtful and untruthful rumours
- excluding people from groups.

Although bullying can occur between individuals it can often take place in the presence (virtually or physically) of others who become the 'bystanders' or 'accessories'.

Why are children and young people bullied?

Specific types of bullying include:

- bullying related to race, religion or culture
- bullying related to special educational needs or disabilities
- bullying related to appearance or health
- bullying relating to sexual orientation
- bullying of young carers or looked after children or otherwise related to home circumstances
- sexist or sexual bullying

There is no hierarchy of bullying – all forms should be taken equally seriously and dealt with appropriately.

Bullying can take place between:

- young people
- young people and staff
- between staff
- individuals or groups
- between adults

Signed by committee Chair:

Date:



Reporting and Responding to Bullying

Our school has clear and well-publicised systems to report bullying for the whole school community (including staff, parents/carers, children and young people) this includes those who are the victims of bullying or have witnessed bullying behaviour (bystanders)

Parents and children are encouraged to be alert to issues of bullying and report them to school staff immediately.

When bullying occurs perpetrators write a **behaviour letter** home to their parents. A copy of the letter is kept on the pupil file and the parents are asked to sign and return the reply slip.

When parents report bullying a **'Incident form'** is completed. This is signed by teachers and parents and a copy is signed by the head teacher and this is placed on the pupil's file. The school office bring the file forward for the headteacher after (usually) two weeks so that the headteacher can check that the incident(s) have been satisfactorily dealt with.

Procedures

All reported incidents will be taken seriously and investigated involving all parties following good practice procedures.

- Interviewing all parties
- Informing parents
- A range of responses appropriate to the situation: - solution focused, restorative approach, circle of friends, individual work with victim, perpetrator, referral to outside agencies if appropriate
- Referral to Behaviour policy and school sanctions and how these may be applied including what actions may be taken if bullying persists
- Follow up especially keeping in touch with the person who reported the situation, parents/carers
- Support for the victim and the bully.

Mornington Primary School	
Concern Report	
Name:	Class:
Date:	
Concern:	
Action:	
Signed:	member of staff
Signed:	parent/carer
Signed:	Head Teacher

Recording Bullying and Evaluating the Policy

WRONG WAY	Behaviour	Mornington Primary School
Date:	No.:	
Signed.....	Class Teacher	
Signed.....	Head Teacher	
Parent's name.....		
I have read my child's letter.		
Signed.....	Parent/Carer	Date.....

Bullying incidents will be recorded by the member of staff who deals with the incident and this will be stored in the Bullying and Racist incident Log (stored in the Headteacher's office).

The information stored will be used to ensure individuals incidents are followed up. It will also be used to identify trends and inform preventative work in school and development of the policy.

This information will be presented to the governors as part of the head teacher report.

The policy will be reviewed and updated annually.



Strategies for Preventing Bullying

As part of our on-going commitment to the safety and welfare of our pupils we at Mornington Primary School have developed the following strategies to promote positive behaviour and discourage bullying behaviour.

- Involvement in SEAL including Anti-bullying Unit.
- Involvement in Healthy Schools
- Anti-Bullying week annually in November.
- Investors in Pupils Award and Class Charters
- PSHE/citizenship
- Specific curriculum input on areas of concern such as Cyberbullying and internet safety
- Our Pupils' School Council reviews our policy each year during Anti-Bullying week and leads a whole school focus including assemblies during this time.
- Parent groups/extended schools
- Pupil Playground Leaders at morning and afternoon play and lunchtime provide 'buddying' support where necessary.
- All new entrant parents share 'The Mornington Way' which specifically addresses behaviour and bullying.
- Staff training and development for all staff
- Counselling and/or Mediation schemes are offered.

Links with other policies

Safeguarding Policy

Cyberbullying and internet safety

Equalities Policy - Race, Homophobia, SEN and Disability

PSHE and Citizenship Policy

Confidentiality Policy

Investors in Pupils Action Plan

References Documents and Related Policy/Guidance

National Documents

- Safe to Learn- DCSF Guidelines
 - Embedding anti-bullying work in schools – DCSF-00656-2007
 - Homophobic bullying – DCSF – 00668-2007
 - Cyberbullying – DCSF – 00658-2007
 - Bullying Involving Children with Special Educational Needs and Disabilities – DCSF 00372-2008
 -

www.teachernet.gov.uk/publications

- Cyberbullying - supporting school staff
- Cyberbullying - A whole – school community issue-

Schools may find the following Nottinghamshire Children and Young People's Services documents useful:

- Children Behaviour in Schools Vol1 – Section 7: Reducing bullying in schools.
- Anti-bullying Policy Development: Guidance for schools

Signed by committee Chair:

Date: