



“Love to Learn”

PUPILS - ANTI-BULLYING POLICY

Adopted: November 2018
Review: November 2019

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This policy will work in conjunction with the School pupil behaviour management policy and **Safeguarding & Child Protection Policy**.

ENTITLEMENT

'Pupils have the right to be taught in a safe caring atmosphere. Teachers and parents must ensure this happens.' - NSPCC Tackling Bullying.

What is Bullying?

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally.

Bullying can take many forms (for instance, cyber-bullying via text messages or the internet) and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, or because a child is adopted or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences. Stopping violence and ensuring immediate physical safety is obviously Malcolm Sargent Primary School's (the School) first priority but emotional bullying can be more damaging than physical; teachers and School staff have to make their own judgments about each specific case.

Cyber-Bullying

The rapid development of, and widespread access to, technology has provided a new medium for 'virtual' bullying, which can occur in or outside school. Cyber-bullying is a different form of bullying which can happen 24/7, with a potentially bigger audience, and more accessories as people forward on content at a click.

It is not bullying when two children of approximately the same age and strength have the occasional fight or quarrel.

AIMS OF THE POLICY

- 1 To ensure staff, pupils and parents understand what bullying means.
- 2 To help prevent bullying occurring in our School.
- 3 To enable children to obtain help if they feel they are being bullied or are bullying others.
- 4 To ensure any bullying incidents are dealt with swiftly and consistently.

The Equality Act 2010

The Equality Act 2010 came into force on 5 April 2011. It protects characteristics including race, disability and gender, age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation. The Act has three aims; requiring public bodies to have due regard to the need to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act;
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it; and
- Foster good relations between people who share a protected characteristic and people who do not share it.

The Act makes it unlawful for the responsible body of the School to discriminate against, harass or victimise a pupil or potential pupil in relation to admissions, the way it provides education for pupils, provision of pupil access to any benefit, facility or service, or by excluding a pupil or subjecting them to any other detriment.

Safeguarding Children and Young People

Under the Children Act 1989 a bullying incident is a safeguarding matter, as bullying involves emotional, psychological or physical abuse which will impact on the social, emotional and physical wellbeing of a child, in both the short and longer term. It should be reported and managed as a safeguarding concern, using the School's safeguarding procedures and in conjunction with the Safeguarding & Child Protection Policy.

Criminal Law

Although bullying in itself is not a specific criminal offence in the UK, it is important to bear in mind that some types of harassing or threatening behaviour – or communications – could be a criminal offence, for example under the Protection from Harassment Act 1997, the Malicious Communications Act 1988, the Communications Act 2003, and the Public Order Act 1986. If School staff members feel that an offence may have been committed they should seek assistance from the police. For example, under the Malicious Communication Act 1988, it is an offence for a person to send an electronic communication to another person with the intent to cause distress or anxiety or to send an electronic communication which conveys a message which is indecent or grossly offensive, a threat, or information which is false and known or believed to be false by the sender.

Bullying Outside the School Premises

Where bullying outside the School is reported to the School, it should be investigated and acted on. The Principal should consider whether it is appropriate to notify the police or anti-social behaviour coordinator in their local authority of the actions taken against a pupil. If the misbehaviour could be criminal or poses a serious threat to a member of the public, the police should always be informed.

GUIDELINES

Although the School has no written rules, pupils will be taught through curriculum work, collective worship and example that bullying is unacceptable inside and outside school. Consequently, a caring ethos is nurtured throughout the School.

Pupils will be encouraged to report to members of staff incidents of bullying. In return staff will take all reports seriously and investigate them thoroughly. Staff will be adequately trained to deal with acts of bullying enabling them to respond in the following way. Teachers and other staff will supervise children carefully at all times. Teachers should be consistent in their approach to tackling bullying incidents and when a teacher witnesses a possible bullying incident they should:

- a) react calmly
- b) be firm but not aggressive
- c) offer victim support
- d) hear both sides of the story
- e) if necessary inform parents of action taken or intended

Steps To Take If A Teacher Is Satisfied That A Bullying Incident Has Occurred:

1. Discussion and mediation between those involved.
2. Verbal warning and staff on duty asked to observe behaviour.
3. Involvement of class teacher.
4. If further incidents occur, involve the Principal and parents.
5. Withdrawal of playtime/staying with duty staff.
6. Restorative approaches used to ensure all parties have a clear focus on reparation and what to do to move forward and not repeat offend.
7. Continued bullying behaviour may result in further sanctions in line with the School's Behaviour Management & Exclusion of Pupils Policy.

Teachers must not ignore bullying, nor play it down. Children must not be allowed to attempt to sort out bullying without support. Teachers must not challenge or threaten a bully with violence.

Through curriculum work such as PSHE, collective worship, story-time and circle time teachers and pupils will tackle bullying in an ongoing way.

A bank of information and resources is available to staff within the School to support their work.

Bullying will be monitored annually reporting to the Governing Body Discipline Committee in September with incidents of bullying identified through a behaviour analysis report. This will evaluate incidents of bullying and cyber bullying.

This policy is subject to review annually.