

# **Anti-Bullying Policy**

*Our aim is to provide a happy, purposeful,  
Learning environment, in which all children can  
feel secure and so flourish, reaching their full  
potential and to value parents and carers as 'partners' in the  
learning process*

## **Rationale**

Everyone at Mayflower Primary School has the right to feel welcome, secure and happy. We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. There is an emphasis on promoting equality of opportunity and a positive attitude towards cultural, ethnic and social diversity. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a **Telling** school. This means that **anyone** who knows that bullying is happening is expected to tell the staff. It is everyone's responsibility to prevent bullying happening.

Where bullying exists the bullied pupils must feel confident to use the anti-bullying systems within the school to end the bullying. It is our aim to challenge attitudes about bullying behaviour, increase understanding for bullied pupils and help build an anti-bullying ethos in the school.

This document outlines how we make this possible at Mayflower.

## **Definitions of Bullying**

Bullying is deliberately hurtful behaviour that is repeated over a period of time, making it difficult for the person concerned to defend themselves. This can take the form of name-calling, violence, threatened violence, isolation, ridicule or indirect action such as spreading unpleasant stories about someone. This also includes bullying by mobile phone or computer. See our Cyber Bullying Policy for more information.

The school works hard to ensure that all pupils know the difference between bullying and simply "falling out".

## **Actions to Tackle Bullying**

Prevention is better than cure so at Mayflower we will be vigilant for signs of bullying and always take reports of incidents seriously. We will use the curriculum whenever possible to reinforce the ethos of the school and help pupils to develop strategies to combat bullying-type behaviour.

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Pupils are told that they must report any incident of bullying to an adult within school, and that when another pupil tells them that they are being bullied or if they see bullying taking place it is their responsibility to report their knowledge to a member of staff. There is provision for pupils to report incidents anonymously through classroom worry boxes.

All reported incidents of bullying will be investigated and taken seriously by staff and a record will be kept of serious incidents. The Class teacher will be responsible for this and will be required to give a copy of report and the action taken to the Head Teacher. Older pupils may be asked to write a report themselves. If bullying includes racist abuse then it should be reported to the Head Teacher to be recorded in the Racial Incident Book, which is then reported to the Local Authority.

When an incident of bullying is reported, we will discuss with the children the issues appropriate to the incident and to their age and level of understanding. If the incident is not too serious, a problem-solving approach may help. The adult will try to remain neutral and avoid direct, closed questioning. Each pupil must be given an opportunity to talk and the discussion should remain focused on finding a solution to the problem and stopping the bullying reoccurring.

There are various strategies that can be applied if more than one pupil is involved in bullying another. Role-play and other drama techniques can be used as well as Circle Time. If held regularly, this can be an effective way of sharing information and provide a forum for discussing important issues such as equal rights, relationships, justice and acceptable behaviour. It can also be used just within the affected group to confront bullying that already exists.

Victims need to feel secure in the knowledge that assertive behaviour and even walking away can be effective ways of dealing with bullying. Setting up a buddy system, or peer counselling possibly with pupils who already hold a position of responsibility, such as School Council members can also be beneficial.

### **What parents should do if they are worried that their child is being bullied**

It is important to encourage your child to share their concerns with their class teacher. Once teachers are aware of the issues then action can be taken swiftly to resolve them. If however the bullying does not stop, parents should arrange to speak to the class teacher where an appropriate course of action can be agreed.

If the bullying persists then it is advised that the parent make an appointment with a member of the Senior Leadership Team to discuss their concerns.

If bullying persists or you are not satisfied that the issue has been resolved then a complaint can be made using the Mayflower Primary School Complaint Procedure which is available on the school website or from the school office upon request.

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### **Parental Involvement**

The parents of bullies and the bullied pupils will be informed of an incident and the action that has taken place and asked to support strategies proposed to tackle the problem. The bully will also be reminded of the possible consequences of bullying and the sanctions for repeated incidents will be clearly explained to him/her. Persistent bullying behaviour may result in exclusion from school. A monitoring system may also be used, usually incorporating a reward for achieving desired behaviours.

Parents are reminded regularly through letters and newsletters to inform their children that they must tell someone should they ever be bullied. Keeping information from the school, or from their parents, will never help a problem to be solved, and will prolong the period the pupil has to suffer.

Whilst there is little history of bullying at Mayflower, we believe that one case is one case too many and that it is essential to constantly review this policy, to ensure we are in a position to strengthen our approach to this issue. Any reported incidents will be monitored to ensure repeated bullying does not take place. Forms are analysed for patterns on a termly basis. Where necessary we will call on outside resources such as the Behaviour Support Service and theatre companies to support our action. This policy is seen as an integral part of our Behaviour Policy.

Policy prepared by Head teacher: March 2012

Discussed with Staff: March 2012

Agreed with Governors: April 2012