

ANTI-BULLYING (SAFEGUARDING CHILDREN) POLICY
Including Annex re. ICT-Based Forms of Abuse including Cyber Bullying

(for more details see Behaviour and Discipline, Pastoral Care, Child Protection, E-Safety and PSHCE Policies)

This policy applies to the whole school.

This policy was prepared with reference to DfE guidance: Safe to Learn – Embedding anti-bullying work in schools

This policy is available on the School's website. It is intended only to provide a statement of the school's broad aims in this area. In depth procedures are set out in separate Procedure documents.

Statement of Intent

Our School is committed to providing a caring, friendly, safe and secure environment for all of our children so they can learn in a relaxed and secure atmosphere, without anxiety.

Bullying is unacceptable at our school. We do all we can to prevent it, by developing a School ethos in which bullying is regarded as unacceptable.

We aim to make all those connected with the School aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the minimisation of bullying in our School.

If bullying does occur, all children 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.* Posters to this effect are displayed in the school.

All adult members of our school community should be vigilant to recognise where bullying is taking place, and deal with it thoroughly and with sensitivity.

Bullying – the Nature of the Problem

"Bullying is conduct intended to cause hurt either physically or psychologically carried out by one or more children, which is unprovoked and continues over a long period". However, we teach children how to avoid hurtful behaviour, even where there is no bullying intent.

It may be further defined as the deliberate and repeated attempt to humiliate, threaten, frighten or hurt someone by means of verbal or physical abuse, and could also include racial, religious, cultural, sexual/sexist, homophobic, disability and cyber (social websites, mobile phones, text messages, photographs and e-mail) bullying. A feature of bullying in schools is that its existence is not always immediately known or suspected by those in authority. The school recognises the seriousness of bullying in causing psychological damage and even suicide.

Bullying can be:

- Emotional (indirect bullying) - being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures), deliberately excluding from social groups or an activity by refusal to sit next to/ talk to/ work with others & refusal to follow staff instructions to do the above, or malicious rumours, e-mails or text messages
- Physical harm or its threat – jostling, serious fighting, pushing, kicking, hitting, taking or hiding belongings, punching or any use of violence; deliberately destroying or damaging work or possessions or removing personal property, use of weapons/threatened use of weapon (or any object which could be used as a weapon), intimidation through physical gestures and actions;
- Cyber – not occurring face to face but rather through electronic means including, but not limited to, through social networking, email, instant messaging, by mobile phone including through text messages, photographs both real and manipulated etc. For more details of this see the specific ICT-Based forms of abuse (including Cyber Bullying) Policy;
- Racist - racial taunts, graffiti, gestures;
- Cultural – focusing on and/or playing off perceived cultural differences etc.;
- Sexist – because of, or focusing on gender;
- Sexual - unwanted physical contact or sexually abusive comments;

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- Homophobic - because of, or focusing on the issue of sexuality;
- Religious – Attacking faith, belief, religious practice or custom;
- Disability – remarking upon, drawing attention to, or discriminating against persons with disability including mental disability or learning difficulties; and
- Verbal - name-calling, sarcasm, spreading rumours, teasing, humiliating others, threatening others, inciting others to humiliate and threaten others.
- Written – on paper.

We believe that all children and staff should be able to work and play without any fear of being bullied by any other person. Bullying is not tolerated and all accusations are to be taken seriously and dealt with. There is a comprehensive policy on bullying in the policy document file in the school office.

Why is it important to Respond to Bullying?

Everybody has the right to be treated with respect. Bullying children need to learn different ways of behaving. The School has a responsibility to respond promptly and effectively to issues of bullying.

Bullying is an extremely serious matter it can cause psychological damage and even lead to suicide. It is worth remembering that in certain cases bullying can constitute harassment and threatening behaviour and as such is in principle subject to criminal sanctions, demonstrating how serious it is.

Aims and Objectives of this Policy

- Governor, Headteacher; staff, children and parents should have an understanding of what constitutes bullying, through appropriate training etc.
- All Governors and staff should know what the school policy is on bullying, and follow it when bullying is reported.
- To ensure that parents and the School community are aware of the pupils' right to be protected from physical, written and oral abuse or intimidation.
- To create and maintain a non-violent and non-threatening atmosphere in the school through regular staff training and through educational opportunities that arise such as PSHE lessons, English lessons, circle time, the involvement of guest speakers and assemblies.
- To raise awareness of staff through training, taking action to reduce the risk of bullying at times and in places where it is most likely.
- To increase the sensitivity of the school community to incidents of bullying.
- To provide counselling/ help for victims of bullies and for bullies themselves.
- Bullying will not be tolerated.

Outcomes

Members of staff to whom disclosures are made should initiate the following procedures themselves and/or consult with the relevant staff as appropriate.

All disclosures, whether from a pupil, a parent or a member of staff, should be taken seriously and treated with sensitivity. The victim should be made aware that his/her safety is considered to be of paramount importance. Parents will always be informed if their child has been found to be either a victim or a perpetrator of a bullying incident. All instances of suspected bullying should be recorded in writing and passed to the Headteacher.

Victims, alleged bullies and witnesses should be interviewed separately and required to write down independent accounts of the incidents/situations.

In the course of this procedure, enquiries should be made to ascertain whether or not the alleged bully has been involved in similar incidents involving this or other pupils, thus enabling patterns or behaviour to be established.

The relevant form teacher should always be informed. In serious cases these will be discussed with the CPO, Deputy & Headteacher. Consultation with the form teacher, Deputy & Headteacher will determine which level of the school management is most appropriate to deal with the incident.

Action should then be taken with regard to each of the following:

- If possible, the children will be reconciled after the incident/incidents have been investigated and dealt

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- with. Each case will be monitored to ensure repeated bullying does not take place.
- The bully (bullies) may be asked to apologise. Sanctions and support for the bully in accordance with the behaviour management policy.
- Informing the parent of the victim, the bully and possibly others involved.
- Formerly recording the incident on the student(s) files.
- Giving general information to all staff, through daily staff briefing and staff meetings, or incidents of bullying, mentioning the type of incident and the individuals involved.
- Giving relevant feedback and reminders about appropriate behaviour to students.
- In serious cases, exclusion will be considered.
- All cases will be recorded so as to allow for the identification of patterns in bullying.

Monitoring and Review

This policy is monitored by the Headteacher, with regard to gender, age and ethnic background of all involved in bullying.

Sources of Information

- DfE – Safe to Learn – Embedding Anti-bullying work in schools
- ChildLine in Partnership with Schools (CHIPS) - 020 7239 1000
www.childline.org.uk/schools.asp
- Kidscape www.kidscape.org.uk/professionals/professionalsindex.shtml
- The Anti-Bullying Alliance www.ncb.org.uk/aba/
- Teachernet www.teachernet.gov.uk/wholeschool/behaviour/tacklingbullying/
- Ofsted -Report -'Bullying: Effective Action in Secondary Schools'.
www.ofsted.gov.uk/publications/index.cfm?fuseaction=pubs.summary&id=3235

Signed: P.M. Lore

Date: August, 2010

To be reviewed by not later than one year after the date shown above.

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