

MERSTONE SCHOOL



ANTI-BULLYING POLICY

BULLYING:

Bullying is unacceptable behaviour at our school but we also accept that every school has or will have incidents of bullying. At Merstone there have been no incidents of bullying recorded over the past 2 years. Research shows that a non-punitive (restorative) approach is the most effective way to tackle bullying. **Bullying is anything aimed to make someone feel miserable, lonely or helpless. It can involve children and adults.**

We define bullying as:

- **Deliberate.** (Hurting someone physically or emotionally on purpose.)
- **Repeated.** (Do it again and again.)

This includes:

- **Physical threats or violence-** hitting, kicking, smacking, pushing, punching, throwing things at someone, spitting at someone, stopping people go somewhere, breaking someone's things, getting into someone's personal space and tripping over.
- **Verbal intimidation or abuse-** making threats, name calling, swearing at someone, teasing a lot, saying nasty things about someone, their family and their appearance.
This includes racist comments about people's skin colour, background and culture.
This includes sexual bullying like inappropriate comments about appearance, sexuality and gender.
- **Indirect-** nasty about someone behind their back or sending letters, spreading stories about people, not letting people join in, pulling faces and 'taking the mickey out of people.'
- **Cyberbullying-**sending nasty texts, emails, making unkind comments on social network sites.

We will:

- Make sure all pupils are safe and feel comfortable in school.
- Work together as a whole school to prevent bullying.
- Face up to bullying and act against it. Follow clear procedures to follow when bullying occurs.
- Help victims of bullying to become more assertive.
- Give consequences for bullying.

Preventing Bullying:

- Using praise and rewards for positive behaviours
- Using check ins and circles to
 - raise awareness of bullying and our anti-bullying policy.
 - teach and model positive values
 - listen to pupils' opinions, ideas and feelings.
 - encourage pupils to recognise their and other's positive qualities and to raise self-esteem.
- Having the school rules on display in all classrooms.
- Having anti-bullying posters displayed in school.

Procedures to follow when you are aware of an incident of bullying:

Pupils

DON'T IGNORE IT!

TELL THE BULLY "NO!"

WALK AWAY from the person or people

TELL SOMEONE straight away

TALK TO SOMEONE you trust

Staff

DON'T ASSUME you know what has happened.

LISTEN carefully to all using RP circle.

Tell the pupil's TUTOR/SLT that day.

RECORD what has happened. 'Bullying' term used if staff & SLT agree

Parents

TALK to your child about their day.

WATCH to see if they are upset.

LISTEN carefully to your child.

Make sure of the FACTS.

CONTACT SCHOOL

Consequences:

- Discussion with Victim and bully and for them to work on task together next day if appropriate.
- Apology in person or written.
- Write or say 3 things they appreciate about that person.
- Option of mediation with a buddy or older peer.

Additional consequences for serious or repeated bullying

- Isolation from peer group in another class for set period.
- Possible fixed term exclusion (decided by principal)
- Bullying can be reported to the police if it involves a crime, or if appropriate through DSL social services.
- ***Any consequences must take account of special educational needs or disabilities that the pupils involved may have.***

Monitoring:

- Bullying incidents must always be recorded, staff monitor bullying in their class, bullying levels in school are monitored by SLT.
- Promises and targets for behaviour should focus on specific behaviour.
- All staff, (especially MDS,) should be aware of any potential difficulties and pupils should be monitored after the incident.

Helping Pupils who have bullied:

It is important to understand that people bully for different reasons and that they will need to be monitored to support them as well as protect others.

- **Passive bully:** People who are led into bullying and are trying to protect themselves. These people need to be held fully responsible so that bullying does not seem like the easier option.
- **Aggressive bully:** People who wish to dominate and have poor control, have good self-esteem and are insensitive to needs of others.
- **Anxious bully:** People who are victims themselves and are angry at others and have strong sense of failure. Bad behaviour is used to confirm poor self-image.

Helping pupils to prevent bullying and deal with any incidents:

- Victims of bullying should be encouraged to complete the bullying support programme to develop assertive skills.

- Check in and circle to focus on that individual as a 'special person' or circle of friends activity
- Option of pupil having an older buddy or learning mentor to support.
- Assertiveness training with LSA and or mediators.
- Possible referral to additional agencies, e.g. learning mentor, CFSW, Barnardos counsellor.
- Using bullying support organisations [Anti-Bullying Alliance](#) [Bullying UK](#) [Childline](#) [The Diana Award](#)
- Advice can be sought via Solihull's Anti-Bullying Helpline for parents/carers and adults working with young people. 0121 770 6030 - Mon - Fri 8.45am - 3.45pm.
- Parents and carers can also get advice if they are worried that their child is being bullied by visiting the **Family Information Service**.