

# Moor Nook Primary School



## Anti-bullying Policy

January 2022

**Bullying** is defined as the repetitive, intentional harming of one person or group by another person or group, where the relationship involves an imbalance of power. It might be motivated by actual differences between pupils, or perceived differences.

Bullying is, therefore:

- Deliberately hurtful
- Repeated, often over a period of time
- Difficult to defend against

At Moor Nook bullying and other forms of unacceptable intimidation, including bullying due to sexual orientation or transgender issues, online bullying by internet or mobile phone, will not be tolerated.

We will treat others with kindness and respect and will care well for each other. All will come to school without fear and they will be happy and safe in school. Everyone will be vigilant and they will act promptly to intervene if there are any signs or reports of bullying of any kind.

Bullying can include:

TYPE OF BULLYING	DEFINITION
Emotional	Being unfriendly, excluding, tormenting
Physical	Hitting, kicking, pushing, taking another's belongings, any use of violence
Prejudice-based and discriminatory, including: <ul style="list-style-type: none"><li>• Racial</li><li>• Faith-based</li><li>• Gendered (sexist)</li><li>• Homophobic/biphobic</li><li>• Transphobic</li><li>• Disability-based</li></ul>	Taunts, gestures, graffiti or physical abuse focused on a particular characteristic (e.g. gender, race, sexuality)
Sexual	Explicit sexual remarks, display of sexual material, sexual gestures, unwanted physical attention, comments about sexual reputation or performance, or inappropriate touching
Direct or indirect verbal	Name-calling, sarcasm, spreading rumours, teasing
Cyber-bullying	Bullying that takes place online, such as through social networking sites, messaging apps or gaming sites

Bullying can cause stress, which can affect a person's health. Symptoms may include anxiety, headaches, sleepless nights, stomach upset, loss of confidence or self-esteem, depression and not wanting to come to school or the workplace.

Behaviour which is not bullying is described by Andrew Mellor of the Anti-Bullying Network as follows: "It is not bullying when two people of roughly the same strength (meaning emotional, psychological and physical strength) have a fight or disagreement."

It is not:

- hurting someone accidentally
- a 'one off' fight between equals
- a 'falling out' between friends

At Moor Nook we recognise that not all pupils who are reported as 'bullying' others are always deliberately intending to hurt. We will not label pupils or staff as 'bullies' or 'victims' during any discussion with those involved in an alleged or actual incident of bullying.

The majority of incidents of bullying are resolved quickly and with limited staff intervention, however, there are other incidents of bullying which are more complex and require greater expertise and more time availability. The latter type of bullying is more than likely to be dealt with by the Headteacher, whereas it may be appropriate for the classteacher to deal with the former.

Occasionally, help may be sought from professionals out of the school setting e.g. the school nurse or psychological services.

All incidents are recorded on CPOMS and the situation is monitored. Parents/carers will be informed and involved at as early a stage as appropriate in order to foster and strengthen a co-operative ethos. This will be done by telephone or letter and parents may be asked to make an appointment to come into school to meet with the classteacher, learning mentor or Headteacher.

All staff should follow the five key points below:

- never ignore suspected bullying
- don't make premature assumptions
- listen carefully to all accounts – several pupils saying the same thing does not mean they are all telling the truth
- adopt a problem solving approach which moves pupils on from justifying themselves
- follow-up repeatedly, checking bullying has not resumed

If an alleged or actual incident is reported, the member of staff should try to establish:

- who is involved
- the nature of the bullying
- the extent of the bullying
- where it was taking place
- the effect(s) on the person(s) being bullied

- the nature of the relationship between the alleged bully and the pupil(s) experiencing bullying
- if there were any triggers to the behaviour

This should then be discussed with the Headteacher who will decide what measures should be taken to try to resolve the situation.

The school cannot be held responsible for bullying which takes place off the school premises. It recognises, however, that bullying which takes place outside the school can then be brought into school and, therefore, will give advice to children on how to prevent this happening. The school stresses, of course, the responsibility parents have to ensure the safety of their child between home and school.

## **Strategies**

- Through Values Education we will promote a school ethos, underpinned by core values which will support the development of the whole child as a reflective learner.
- We will use our behaviour policy effectively to promote good behaviour so that there is an ethos where bullying is unacceptable.
- All will be expected to be vigilant and to intervene immediately and effectively if any bullying is observed or reported.
- Pupils will be encouraged to report bullying and when they do they will be listened to and taken seriously.
- Any allegation of bullying will be investigated and followed up.
- Any cyber/online bullying of staff or pupils, in or out of school, must be reported and then investigated rigorously, in conjunction with any relevant authority including the police if appropriate.
- Any victim of bullying will be well protected immediately and in the future.
- Any allegations of bullying will be reported to the Headteacher and records will be kept using CPOMS.
- PSHE and circle time will be used to discuss bullying and to ensure that all are aware that bullying is never acceptable and that the victim must always report it to parents, staff or friends.
- Pupils and their parents will be made aware of this policy.
- The parents of all concerned will be informed and involved in any reported incident and they will be expected to support this school policy.
- Any pupils who are causing concern will be brought to the attention of staff.
- Parents of pupils who have been bullying others will meet the Headteacher and classteacher to discuss the issues, sanctions and strategies for improving behaviour which need to be put into place.

The school fully adheres to the 2010 Equality Act and endeavours to promote equality of opportunity, involve disabled people at all levels, eliminate discrimination and harassment and promote positive attitudes to disability.

## **Outcomes**

Moor Nook will have a warm, friendly, welcoming and safe ethos. It will be a place where bullying is not tolerated and where everyone will treat others as they themselves would expect to be treated. Particular care will be taken of vulnerable groups including those with special

educational needs or disabilities, those going through a personal or family crisis, those suffering from a health problem, ethnic minority groups, pupils in care and those with caring responsibilities. We are committed to meeting the individual needs of every pupil. Under the 2010 Equality Act all protected characteristics will be recognised and acceptance taught through Values Education. These will include disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

We want to enable our pupils to become responsible citizens and to prepare them for 21st Century Britain. These values reflect those that will be expected of our pupils by society, when they enter secondary school and beyond in the world of work and further study.

This policy will be reviewed and updated in line with current legislation. Its effectiveness will be evaluated through pupil consultation and evidence of incidents.

Date of review: September 2023

Interim reviews may take place in light of changes in legislation.