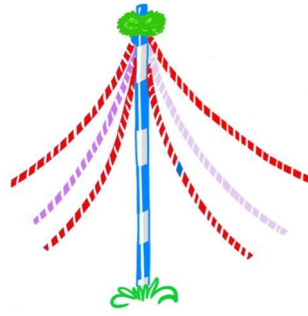


Maypole School



ANTI BULLYING POLICY September 2023

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1. Introduction and Aims

Introduction

Bullying is defined as “Behaviour by an individual or a group, usually repeated over time, that intentionally hurts another individual either physically or emotionally”. (DfE “*Preventing and Tackling Bullying*”, July 2017).

Bullying can include name calling; taunting; mocking; making offensive comments; kicking; hitting; taking belongings; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours.

Bullying behaviours includes cyberbullying, prejudice-based and discriminatory bullying.

This includes the same inappropriate and harmful behaviours expressed via digital devices (cyberbullying) such as the sending of inappropriate messages by phone, text, Whatsapp, Snapchat, Instant Messenger, through websites and social media sites and Apps, and sending offensive or degrading images by mobile phone or via the internet.

This policy outlines what Maypole School will do to prevent and tackle bullying. The policy will be reviewed regularly, through the involvement of the whole school community. We are committed to developing and sustaining a robust anti-bullying culture.

Aims and Objectives

Bullying is wrong, and it damages individual pupils. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable.

We aim, as a school, to produce a safe and secure environment where all can learn without anxiety.

This policy is to enable and ensure a consistent school response to any bullying incidents that may occur, including cyber-bullying.

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 regards to the eradication of bullying in our school.

Forms of Bullying

Bullying can happen to anyone. This policy covers all types of bullying including:

Bullying related to any of the protected characteristics:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation (homophobic bullying)

- Bullying related to SEND (Special Educational Needs or Disability).
- Bullying related to appearance or physical/mental health conditions.

- Bullying of young carers, pupil in care or otherwise related to home circumstances.
- Sexist, sexual and transphobic bullying.
- Bullying via technology –“cyberbullying”

2. Roles & Responsibilities

The Role of the Principal/Executive Headteacher

It is the responsibility of the Principal/Executive Headteacher to implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying. The Principal and Executive Headteacher report to the governing body about the effectiveness of the anti-bullying policy at each governing body meeting.

The Principal and Executive Headteacher and Senior Leadership Team ensure that all pupils know that bullying is wrong, and that it is unacceptable behaviour in this school. The Principal and Executive Headteacher & Senior Leadership Team draw the attention of pupils to this fact at suitable moments. For example in an assembly, during tutor time, during one to one sessions.

For dealing with specific incidents, the Principal/Executive Head Teacher may support and supervise key staff that the pupils are familiar with to conduct restorative sessions or mediation, if thought that this approach is appropriate to the pupils concerned.

Maypole School ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying. This training is ongoing and will be revisited on a regular basis.

The Principal and Executive Headteacher set the school climate of mutual support and praise for success, so making bullying less likely. When pupils feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

The role of the Staff

Staff in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place. They keep their own records of all incidents that happen in their class and that they are aware of in the school.

If staff witness an act of bullying, they do all they can to support the pupil who is being bullied. The Principal and Executive Headteacher will always be informed and aware of all incidents of bullying. Staff will always inform the pupil's parents/carers and keep them up to date regarding how the school are dealing with the problem.

Staff actively support anti-bullying strategies by teaching pupils directly about safeguarding issues and cyber-bullying. Information is regularly sent home to parents and carers to further develop parental awareness of safeguarding issues on the internet and mobile devices. Parent/carers meetings give opportunities to discuss internet safety.

We keep a record of all bullying incidents on Incident Report Forms and these are kept on file in our secure MIS system. If any adult witnesses an act of bullying they should record the event on the Incident Report Form and inform a member of the Leadership Team immediately.

If, as members of staff, we become aware of any bullying taking place between pupils, we deal with the issue immediately. This may involve counselling and support for the victim of the bullying, and consequences for the pupil who has carried out the bullying. We spend time talking to the pupil

who has bullied. We explain why the action of the pupil was wrong and we endeavour to help the pupil change their behaviour in future.

We then invite the pupil's parents and carers into the school to discuss the situation. In more extreme cases, for example where these initial discussions have proven ineffective, the Principal or Headteacher may contact external support agencies such as Social Care.

Staff members routinely attend training, which enables them to become equipped to deal with incidents of bullying and behaviour management.

Staff members attempt to support all pupils in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all pupils, we aim to prevent incidents of bullying.

Involvement of Pupils

We will:

- Regularly canvas pupils and young people's views on the extent and nature of bullying.
- Ensure that all pupils know how to express worries and anxieties about bullying.
- Ensure that all pupils are aware of the range of consequences which may be applied against those engaging in bullying.
- Involve pupils in anti-bullying campaigns in schools and embedded messages in the wider school curriculum.
- Publicise the details of helplines and websites.
- Offer support to pupils who have been bullied and to those who are bullying in order to address the problems they have.

The role of Parents and Carers

Parents and carers who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact the school immediately.

Parents and Carers have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school.

3. Monitoring, & links to other Policies / Laws

Monitoring & Review

This policy is monitored on a day-to-day basis by the Principal, Executive Headteacher and leadership team. Bullying incidents are always reported at each half termly governing body meeting and discussed.

Links with other School Policies and Practices

This Policy links with a number of other school policies, practices and action plans including:

- Behaviour Policy
- Complaints Policy
- Safeguarding and Pupil Protection Policy
- e-Safety (Online Safety) and Acceptable Use Policies (AUPs)

- Curriculum Policy

Links to Legislation

There are a number of pieces of legislation which set out measures and actions for schools in response to bullying as well as criminal law. These may include:

- The Equality Act 2010
- The Pupil Act 1996
- Keeping Children Safe in Education 2022 (in force until 1st September 2023)

Supporting Organisations and Guidance

- Bullying UK Advice: www.bullying.co.uk
- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
- DfE: *Preventing and Tackling Bullying. Advice for headteachers, staff and governing bodies* 2017:
<https://www.gov.uk/government/publications/preventing-and-tackling-bullying>
- DfE: *No health without mental health*:
<https://www.gov.uk/government/publications/no-health-without-mental-health-a-cross-government-outcomes-strategy>
- NSPCC: www.nspcc.org.uk

Links to Cyberbullying references

- Think U Know: www.thinkuknow.co.uk
- UK Safer Internet Centre: www.saferinternet.org.uk
- DfE: *Cyberbullying – Advice for Headteachers and School Staff* 2014
- DfE: *Advice for Parents and Carers on Cyberbullying* 2014
- www.gov.uk/publications/cyberbullying

Organisations that provide support to parents and carers and children

- The Anti-Bullying Alliance
- CEOP
- Childline
- Childnet
- The Diana Award
- Internetmatters
- Kidscape
- Get connected
- NSPCC
- The Parent Zone
- Thinkuknow
- Young Minds
- UK Safer Internet Centre