



Moorlands School
ANTI BULLYING POLICY

INTRODUCTION

This policy applies to all members of Moorlands School and is to be read in conjunction with the EYFS Relationships and Behaviour Policy and the child friendly Anti-Bullying Policy.. It takes account of the DCSF Guidance, "Safe to Learn – Embedding anti-bullying work in school" and the DfE guidance, "Preventing and Tackling Bullying DfE 2014."

As a school we take bullying and its impact seriously. Pupils and parents should be assured that known incidents of bullying will be responded to and bullying will not be tolerated. Moorlands School fosters high expectations of outstanding behaviour, respect and kindness and we will consistently challenge any behaviour that falls below this. A major part of our school's ethos is to value individuals and this is a culture we seek to nurture in every possible way.

AIMS

- At Moorlands we aim to ensure that pupils live and learn in a supportive, caring and safe environment without fear of being bullied. Moorlands School acknowledges that bullying can lead to psychological damage and even suicide.
- All staff aim to be constantly vigilant to eliminate any instances of behaviour that is upsetting or otherwise stressful to an individual or group. Staff are encouraged to take action to reduce the risk of bullying at Moorlands School, and it is school policy to raise staff awareness through training and inset.
- Moorlands School have a zero tolerance approach to bullying. It is unacceptable and will not be tolerated at Moorlands. When bullying is identified, the incident will be investigated sensitively and the perpetrator(s) dealt with according to the sanctions within the Behaviour policy.
- Moorlands School aims to be a 'Peaceful School,' with pupils adhering to the aims stated in the appropriate Key Stage Peace Pledge and those within the child friendly Anti-Bullying Policy.

WHAT IS BULLYING?

Bullying is deliberate, harmful behaviour over a period of time which either intentionally or unintentionally, upsets or intimidates another pupil/group of pupils.

Bullying can occur through several types of anti-social behaviour:-

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| Physical | Punching, kicking, biting, hitting, spitting, physical intimidation or any use of violence. |
| Verbal | Name calling, sarcasm, spreading rumours, teasing. It may be directed towards gender, culture, ethnic origin, creed, physical/social/learning disability or personality. |
| Emotional | Gesturing, mimicking, aggressive or threatening looks, damage to, theft of or hiding property, exclusion from peers. |
| Racial | Racial taunts, graffiti, gestures.. |
| Sexual | Unwanted physical contact or sexually abusive comments. |
| Homophobic | Because of, or focussing on the issue of sexuality. |
| Cyber-Bullying | Sending or posting of harmful or cruel texts or images using the internet or other digital devices (see Cyber - Bullying Policy). |

Bullying can take place in the classroom, playground, toilets, on the journey to and from school, on residential trips and cyberspace. It can take place in group activities and between families in the local community. Anyone can be a bully and it can happen anywhere.

Staff must remain vigilant about bullying behaviours and approach this in the same way as any other category of Child Abuse; that is, do not wait to be told before you raise concerns or deal directly with the matter. Children may not be aware that they are being bullied; because they may be too young or have a level of Special Educational Needs which means that they may be unable to realise what others may be doing to them.

Staff must also be aware of those children who may be vulnerable pupils; those coming from troubled families, or those responding to emotional problems or mental health issues which may bring about a propensity to be unkind to others, or may make them more likely to fall victim to the behaviour of others.

Adults may also be bullies. Any bullying behaviour from an adult within the school community towards a child or another adult will not be tolerated and appropriate action will be taken.

SIGNS AND SYMPTOMS FOR STAFF AND PARENTS

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- changes their usual routine
- is unwilling to go to school (school phobic)
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do make less effort with school work than previously
- comes home with clothes torn or books damaged
- has possessions which are damaged or "go missing"

- asks for money or starts stealing money
- has money continually "lost"
- has unexplained cuts or bruises
- comes home hungry (snack has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is reluctant to use their mobile phone
- is nervous and jumpy when a cyber message is received
- lack of eye contact
- becoming short tempered
- change in attitude to people at home

These signs and behaviours could indicate other social, emotional and/or mental health problems, but bullying should be considered a possibility and should be investigated

WHAT CAN YOU DO IF YOU ARE BEING BULLIED?

No one should feel embarrassed or shy about telling someone about being bullied. If no action is taken the bully/bullies may get away with it. The longer the bullies have power, the more difficult it is for the victim to break free from their ordeal. Possible options are:

- Tell a teacher or adult whom you feel you can trust
- Tell a friend
- Tell another pupil with a position of responsibility eg. Form Captain, Head Boy/Girl Prefect, buddy
- Refer to the child friendly Anti-Bullying Policy or Peace Pledge for advice.
- Write your concern and give it to your teacher via your class system
- Tell a parent or adult at home whom you feel you can trust
- Discuss it as part of your PSHCE time
- Ring Childline and follow the advice given

WHAT TO DO IF YOU THINK SOMEONE ELSE IS BEING BULLIED

- Encourage them to tell an adult e.g. teacher or parent.
- Support them by talking about the problem and helping them
- If you cannot persuade them to tell an adult, then you should tell a teacher about the problem.

If someone is being bullied, somebody ought to do something - that person could be you. Don't be a watcher – even if you don't take part in bullying but see it and walk away, you are ignoring your responsibilities. Give help to the person being bullied.

WHAT MOORLANDS SCHOOL WILL DO

Once a bullying incident is reported or identified by staff:

- a) The incident will be recorded on CPOMS (to enable patterns to be identified) and reported to the appropriate staff member to be investigated further e.g. Form teacher, Deputy Head, Head teacher.
- b) The bullying behaviour will be investigated and efforts made to stop the bullying quickly.
- c) The child displaying unacceptable behaviour, may be asked to genuinely apologise (as appropriate to the child's age and level of understanding) Other consequences may take place eg. letter of apology, suspension of privileges, a parent being informed about their child's behaviour and a request that the parents support the school with any sanctions that it takes (see Behaviour Policy). Wherever possible, the pupils will be reconciled.
- d) The bully will be told not to comment or make any remarks relating to what has happened to others. An attempt will be made to help the bully/bullies change their behaviour.
- e) Where there is a significantly serious incident or doubt that behaviours will change, a risk assessment will take place and appropriate risk reduction actions will be put in place. In some cases, outside agencies may be requested to support the school or family in dealing with a child continually demonstrating unacceptable behaviour towards others. eg counsellor.
- f) An unsuccessful outcome of the above procedures will result in a Stage 4 formal meeting with parents and the bully, which may result in suspension for a period of time and in certain cases the school reserves the right to permanently exclude.
- g) The Safeguarding Governors will be informed of any incidents recorded in the log along with incidents, sanctions and reconciliation.

MOORLANDS SCHOOL WORKS TO COMBAT BULLYING BY:

Providing a PSHCE programme which promotes personal wellbeing, implementing the values of INSPIRE and working towards becoming a peaceful school, signed Peace Charters, assemblies, trips, visitors and presentations which promote appreciation of other cultures and ways of life, extra-curricular activities promoting teamwork and valuing contributions of individuals, an active Buddy system, relationships with those in positions of responsibility eg. Prefects, House Captains, Playground Leaders, pastoral care from form teachers, mentoring and support of vulnerable students, Student Voice, contributions from other subject areas covering the effects of bullying including stereotyping, prejudice, racism and discrimination, an Anti-Cyberbullying Code, no children allowed mobile phones in school and pupil questionnaires done, evaluated and responded to.

STAFF:

All staff actively encourage children to have respect for each other and for other people's property. Good and kind/polite behaviour is regularly acknowledged and rewarded. Staff will reinforce expectations of behaviour regularly.

Staff will regularly discuss bullying, this will inform children that we are serious about dealing with bullying and leads to open conversations and increased confidence in children to want to discuss bullying and report any incidents and concerns about other children's behaviour.

Staff will follow the Equal Opportunities policy; supporting every child at Moorlands School and treating all with equal respect.

Staff are on duty at playtimes, dinnertime, before and after school when pupils are not in class and they supervise the school site. Reviews of the bullying log are done regularly and the amount of staff needed on duty will be adapted if necessary. 'Hot spots' are identified throughout the school and such areas are carefully supervised.

If staff deal with an incident of bullying, witnessed or reported, they will record this on CPOMS and inform the relevant people:

Form teacher

Head of Early Years: Wendy Cooper

KS1 and 2/Deputy Head: Sharon Wheelhouse

Head teacher: Jacqueline Atkinson

Details of external specialists, such as Childline are advertised throughout the school. We arrange visits and workshops from groups such as the NSPCC.

Staff provide leadership training to our Head Boy/Girl, the Prefects and House Captains which includes the importance of offering support and assistance to younger and to vulnerable pupils.

If necessary, a risk assessment will be completed and appropriate action taken.

ADVICE FOR PARENTS/GUARDIANS

Parents should always encourage their child to speak out about bullying. Incidents of bullying are more likely to be prolonged if the bully knows that he/she can upset or intimidate the victim without being detected or punished. At Moorlands, pupils' and parents' concerns will be carefully and sensitively investigated.

What should you do if you feel that your child could be a victim of bullying?

- Encourage your child to talk about the problem and give reassurance of your support. Try to listen calmly and do not overreact.

- Contact school to discuss the problem – in the first instance the Form teacher followed by the Deputy Head and finally the Head teacher.
- Under no circumstances should you take matters into your own hands by challenging the bully yourself and avoid contacting his/her parents. This often makes matters worse!
- Beware of labelling an incident too readily as ‘bullying’

What should you expect if your child is suspected of bullying?

Parents will usually be informed of incidents involving bullying by a senior member of staff and should be prepared to support the school when appropriate sanctions are given.

Dealing with cyber-bullying

Many children get caught up in cyberbullying simply by not thinking of the consequences of their actions. Parents should understand and monitor the ways in which their child is using the internet and/or their mobile phones and should discuss appropriate and inappropriate use of such technology.

Give your child the advice listed in **Moorlands Anti-Cyberbullying Code**.
(see Cyber-Bullying Policy)

MOORLANDS SCHOOL ANTI-CYBER BULLYING CODE

- Respect Others – what may seem like a joke to some can be hurtful to others. Forwarding unpleasant messages or pictures assists the bully in his/her campaign and therefore is inappropriate.
- Think before messages are sent – what is sent can be made public very quickly and can stay online forever.
- Secrecy – passwords should be changed regularly and should be chosen so that they are hard to guess. Mobile numbers and personal website addresses should only be given to trusted friends. Social networking site profiles should always be set to ‘private’.
- Replying to a bully’s messages – don’t reply to offensive messages as the bully will be hoping for a reaction.
- Save the evidence – keep records of offending messages, pictures or online conversations.
- Block the bully – most responsible websites enable this to happen.

Reporting the incident – report an incident immediately to one of the following people:

- a) A responsible adult, ideally your parents
- b) School (form teacher) – if the incident involves a pupil at school. Mr Marshall is the school's e-safety officer and may be able to offer practical advice or speak to any other member of staff whom you feel comfortable with. They will be able to talk through any concerns you may have resulting from any unpleasantness.
- c) A mobile phone operator e.g. O2 or Vodafone, a social network provider e.g. Bebo, Facebook or an Instant Messenger provider e.g. MSN Messenger. Most responsible service providers have a 'report abuse' facility or a nuisance call bureau
- d) If cyberbullying is serious or if a potential criminal offence has been committed consider contacting the police. They will take it seriously and follow it up.

USEFUL CONTACTS

Childline: 0800 1111

Anti-bullying Alliance: <https://www.antibullyingalliance.org.uk/>

National Bullying Helpline: 0845 2255787

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