



ANTI-BULLYING POLICY

Reviewed annually in Term 6

Last Review: July 2016



Learning, Playing, Working, Growing together

Our School Vision

"To build a learning community that cares for and values everyone, where promoting confidence through creativity, challenge and high expectations leads to enjoyment and success for all!"

Our School Values

1. Motcombe School is a community where children feel safe. Individuality for all is nurtured and valued; diversity is celebrated and all members feel able to meet their full potential, through the joy of life-long learning.
2. Children at Motcombe School have the right to the highest quality of teaching, which embraces all learning needs and is committed to raising academic standards and emotional growth.
3. We acknowledge that we live in an ever-changing world and are committed to preparing and empowering children to communicate well and fulfil their responsibilities as British and global citizens, whilst developing the ability to use all available technologies, in a safe and secure environment.
4. We promote respect for self and others, fostering qualities of initiative, creativity, growing independence and self-confidence, co-operation and self-motivation through the delivery of a relevant and challenging curriculum that acknowledges the need for health in both mind and body.
5. We are committed to supporting staff in their personal and professional development.

Ethos

Our school ethos is our shared vision and common sense of purpose. As an Infant School we recognise that it is a privilege to work with children at the start of their school career and as infant practitioners we have a strong understanding of the need to balance social and emotional maturity with academic ambition and plan learning that supports development of both. This ethos aims to guide the day to day life and development of the school and strongly influence the 'feel' of the school.

Equal Opportunities

At Motcombe we believe that all children, regardless of first language, disability, race, gender, cultural or socio-economic background, should receive equal access to the full school curriculum.

Disability Statement

Motcombe is proud to be an inclusive school. We are able to offer access to the full curriculum for children who have a physical disability.

We have easy access into the main part of both buildings and have accessible toilet facilities.

As with any additional needs the school works closely with parents and appropriate outside agencies.

Statement of Intent:

In line with the School's Vision and Aims, we are committed to providing a caring, friendly and safe environment for all our pupils so that they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. Anyone who knows that bullying is happening is expected to tell the staff.

What is Bullying?

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

Bullying can be:

- Emotional – being unfriendly, excluding, tormenting
- Physical – pushing, kicking, hitting, punching, or any use of violence
- Racist – racial taunts, graffiti, gestures
- Sexual – unwanted physical contact or sexually abusive comments
- Homophobic – because of, or focusing on, the issue of sexuality
- Verbal – name calling, sarcasm, spreading rumours, teasing
- Cyber – All areas of internet, such as e-mail and internet chat room misuse; mobile threats by text messaging and calls; misuse of associated technology e.g. camera and video

Why is it important to respond to Bullying?

Bullying hurts. No-one deserves to be a victim of bullying. The School's ethos and The Golden Model ensure that everybody has the right to be treated with respect. Pupils who are bullying are helped to learn different ways of behaving.

We have a responsibility to respond promptly and effectively to issues of bullying.

Objectives of this Policy

- All teaching and support staff, pupils, parents/carers and governors to have an understanding of what bullying is
- All staff and governors to be aware of this Policy and to put it into practice if bullying is reported
- All pupils and parents to know what the School Policy is on bullying and what to do if bullying arises
- All members of the school community to be aware that bullying is a serious matter and that support will be provided if bullying is reported
- Bullying is not to be tolerated

Signs and Symptoms

Children may indicate by signs or behaviour that they are upset. Staff will investigate if any of the following are observed or reported:

- changes in the usual routine
- unwilling to go to school
- becomes withdrawn, anxious, or lacking in confidence
- starts stammering
- attempts to threaten suicide or runs away
- cries him/herself to sleep at night or has nightmares
- feels ill in the mornings
- begins to do poorly in school work

- comes home with clothes torn or property damaged
- asks for money or starts stealing money
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- 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

These signs and behaviours could indicate other problems, but bullying could be a possibility which should be considered.

Procedures

- (1) Incident to be reported to class teacher or member of the Senior Leadership Team.
- (2) The incident to be logged on SIMS Behaviour Module.
- (3) Parents/Carers of both victim and bully to be informed. Discussions regarding the problem will take place.
- (4) The bullying behaviour, or threats of bullying, will be investigated with the aim that it will be stopped quickly.
- (5) The victim will be supported by staff and children through the use of The Golden Model or other strategies – supervision, playground friends, buddies, quality circle time, etc.
- (6) The child who is bullying will be supported to change his/her behaviour using similar strategies.

Outcomes

- The child or children who is/are bullying will be asked to genuinely apologise; other strategies such as a facilitated mini-circle time with all involved parties may take place so that reconciliation can take place
- Sanctions outlined in the Behaviour Management Policy will be applied. Exclusion will be the ultimate sanction
- After the incident/s has/have been investigated and dealt with, each case will be monitored to ensure that repeated bullying does not take place

Prevention

In line with the school's Curriculum and Behaviour Policies, the following strategies will be used:

- A consistent approach to behaviour management using The Golden Model – Information can be obtained in Appendices I and II.
- Quality Circle Time which supports the development of social and communication skills and enables specific issues to be discussed.
- Supervision by trained staff.
- Playground Friends and Helpers.

- The Pupil Council – giving all pupils a voice.
- Well resourced learning environment – both inside and outside.
- Assemblies that focus on moral values.
- Training in Behaviour Management for all new members of staff and regular updates for established staff.
- Weekly celebrations of achievements – relating to work and behaviour.

Monitoring:

This Policy will be monitored by the PSHE Leader and the Governing Body. Revisions, as appropriate, will be made.