

Policy for Anti-Bullying

Headteacher: Neil Frost

Trustee Responsible:



The policy is always under review.

Aims

Every child and adult has a right to feel safe and secure and no child has a right to intimidate or harm others. Our aim at Marshalls Park Academy is to prepare our students for living in a modern Britain and to have an environment where students and adults feel happy, confident and able to express themselves freely, whilst respecting the wishes of those around them.

We are committed to providing a caring, friendly and safe environment for all our students so they can learn in a relaxed and secure atmosphere. BULLYING OF ANY KIND is not tolerated at our School. If bullying does occur, all students should be able to tell and know that incidents will be dealt with promptly and effectively. We are a TELLING School. This means that anyone who knows that bullying is happening is expected to tell the staff.

The aim of the Anti-Bullying Policy is to reduce bullying by making students aware of strategies they have to reduce the bullying that exists. We want all students to:

- Respect the rights of others to feel safe and secure
- Understand that bullying will not be tolerated
- Feel safe to tell if bullying occurs
- Be aware that all members of Marshalls Park Academy community have an understanding of bullying
- Know how to deal with bullying.

What is Bullying?

Bullying is the use of aggression with the intention of hurting another person – emotionally or physically. Bullying results in pain and distress to others. Bullying is deliberately hurtful behaviour and is repeated over a period of time.

The charity N.S.P.C.C. has stated that Bullying is: 'The persistent intentional harming of another person within an unequal power relationship.'

Bullying can be:

Cyber/Online:	Threats via social networking, text message, email or internet chatroom.
Emotional:	being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures), ignoring, talking behind backs, staring, writing unpleasant notes/letters/graffiti.
Physical:	pushing, kicking, hitting, punching or any use of violence
Racist:	racial taunts, graffiti, gestures
Sexual:	unwanted physical contact or sexually abusive comments
Homophobic:	focusing upon the issue of sexuality
Verbal:	name-calling, sarcasm, spreading rumours, teasing.
Non verbal:	Getting people into trouble, leaving out of games, writing text messages/letters

Why might someone bully?

Anyone may bully people at some point in their life, but bullies are likely to exhibit one or more of the following behaviours:

- They are insecure
- They have low self-esteem
- They may be bullied at home
- They like to feel in control
- They thrive on the feeling of power and status
- They may have learning difficulties
- They may be seeking attention
- They may lack respect towards peers and their teachers
- They may be materialistically minded
- They may be jealous.

Who may be a target of bullying?

Anyone may be targeted by bullying at any time in their life, but people who are bullied may:

- Feel they lack power
- Have low self-esteem
- Have a very keen interest in learning
- Be vulnerable and isolated
- Be disabled
- Be perceived as being different, i.e. socially or racially
- Be particularly kind and considerate to their peers
- Be gentle and loving and put the feelings of others before their own feelings.
- Generally want to conform and respect the school rules

Symptoms

It is important to monitor any changes, particularly if the child / adult feels there is something wrong. These changes can be happening for many unconnected reasons (bereavement, etc.). These changes could include:

- Changes in behaviour
- Aggressive or overly quiet
- Poor educational achievement
- Changes in mood
- Nightmares
- Loss of appetite or overeating
- Unwillingness to attend school.

How to Deal With a Bully

- We can all make a difference!
- Tell someone, we are a telling school.
- Listen carefully to the victim
- Help the person to build confidence
- Use assertion techniques, such as practice saying 'No' and walking away
- Encourage the person to talk openly about their feelings
- Don't ignore it
- Encourage students to talk to friends, parents, and teachers.

Students who feel they have been bullied will be supported by:

- Being offered an opportunity to discuss the experience with a member of staff without delay.
- Being offered continuous support
- Helping them to restore their self-esteem and confidence.
- Have access to an adult in the school who believes in the child and in their situation.

Students who have bullied will be helped by:

- Discussing what happened
- Discovering why the pupil became involved
- Establishing the wrong doing and the need to change
- Informing parents if appropriate to help change the attitude of the pupil.
- Being punished appropriately

Procedures

- Report incidents to staff
- The incidents will be recorded on the behaviour log by staff.
- Staff will investigate the incident and take appropriate action – talking and listening is important.
- Students involved in an incident will be closely monitored.
- Subsequent incidents will be addressed by a nominated member of the school staff
- An attempt will be made to help the bully (bullies) change their behaviour and empower the victims. For example by discussing the way the bullied child feels with the bully, offering counselling to the targeted child, focused PSHE for the bully etc.
- In serious cases, or when incidents are persistent and continuous, parents of the victim and/or bully should be informed and will be asked to come in to a meeting to discuss the problem
- The bullying behaviour or threats must be investigated and the bullying stopped immediately and appropriate sanctions applied e.g. withdrawal, loss of break, lunchtime or other privileges.
- If necessary and appropriate, Police will be consulted
- Exclusion, fixed term or permanent

Strategies to try and empower the victim

- Saying No. Varying tone of voice. Loud and positive.
- Broken Record. Keeping to the positive denial. Say the same thing over and over again. 'No, it's my ball.'
- Fogging. (Having a protective suit). Give the bully no opportunity to continue. Continue in the same vain. i.e. 'Yes I have got ginger hair...so what?' Fogging swallows up insults. 'Yeah you could be right.'
- Body Posture
- Creative Response. Use a bit of your imagination in responding. 'Got any sweets?' 'Yes, but they are horrible'.

Outcomes

- 1) The bully may be asked to genuinely apologise and to begin to realise the victims' feelings. Other consequences may take place.
- 2) If possible, the students will be reconciled.
- 3) After the incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
- 4) The bully/bullies may be asked to fill in a reflection sheet
- 5) The victims and bullies will be worked with by their class teacher or other member of staff to try to improve their relationship.

Prevention

- 1) Clear school's values.
- 2) Home / School Agreement.
- 3) Positive Behaviour Policy.
- 4) Expressing feelings about bullying in letters, stories, and poems.
- 5) Circle time.
- 6) Class discussions about bullying and why it matters.
- 7) Delivering British Values
- 8) Attendance on training courses/conferences for teaching staff
- 9) Sharing of the anti-bullying policy with all school staff.
- 10) A clear set of rewards and sanctions understood by the students.

Anti-Bullying Week

The school will participate in the NSPCC Anti-Bullying week initiative. During that week there will be a heavy focus on the theme of anti-bullying and what the students can do to prevent it from occurring.

Safer-internet Day/Week

The school will participate in NSPCC Anti-Bullying and UK Safer Internet Centre initiatives. At various times in the school year, all students will be learn how to stay safe and remain respectful online.

What is bullying?

Bullying is something that is constant or persistent

- It has to be continuous.
- Calling names
- Punching and kicking
- Saying cruel or nasty words
- Abusing, both physical and verbal
- Blackmail
- Barging into people
- Forcing students to do something against their will
- Leaving people out
- Text, email, MSN
- Aggression
- Using someone
- Vandalising someone's property
- Spreading rumours
- Ignoring someone
- Saying something behind someone's back
- Playing with people's emotions.

What Can We Do?

- Tell someone, we are a telling school.
- Ignore them
- Tell someone you can trust (teacher, parents, friends, pastoral staff)
- Call Childline 0800 1111
- Be confident. Say no and mean it.
- Stand up to them
- Ignore it, don't let it upset you.
- Make them bored.
- Look confident, You ARE Important.

Head teacher



Neil Frost

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Chair of Trustees

V. E. Northall ... Date: September 2022

Internal Copy, signed copy available onsite

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