

MILTON CE PRIMARY SCHOOL

SCHOOL POLICY FOR BULLYING

Bullying in any form is unacceptable at Milton School.

Children learn most effectively in an environment in which they feel safe, secure and happy. At Milton we recognise that all adults and children in school have a responsibility to help create such an environment.

What is bullying?

There is sometimes misunderstanding about the meaning of the term 'bullying'. At Milton bullying is defined as **a persistent, deliberate attempt to hurt or humiliate someone**. The hurtful action can be physical – ranging from prodding or pushing to kicking, hitting and serious physical assault; or psychological – including threats, taunts, shunning, name-calling and verbal abuse, sexual innuendo or spreading of rumours. Bullying can also include interference with personal property, or extortion.

To summarise:

- ◆ It is deliberately hurtful behaviour.
- ◆ It is repeated over time.
- ◆ There is an imbalance of power which makes it hard for those being bullied to defend themselves.

One-off incidents, whilst they may be very serious and will always be dealt with, do not fall within the definition of bullying. Bullying is repetitive, meaning either that an individual conducts the same pattern of bullying behaviour towards different children or that one or more children are targeted to bear the brunt of repeated bullying behaviour from an individual or a group.

Statutory Duty of Schools

Head teachers have a legal duty under the Schools Standards and Framework Act of 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils.

Milton School's Commitment to Anti-bullying

We recognise that bullying to some extent exists in every school. It is unacceptable behaviour and therefore at Milton we strive to:

- Create an environment where children can talk confidently to the adults in school in the knowledge that their concerns will be taken seriously.
- Support children who may have been bullied and try to ensure that they feel safe
- Listen sympathetically to the concerns of parents/carers

- Respond positively to all instances of bullying to ensure that they are dealt with satisfactorily
- Work to change bullying behaviour

We believe that the most effective way to combat bullying is to take a proactive stance so that all members of our school community are aware of their responsibility to create a safe environment. Curriculum time is used to raise awareness of bullying and to develop personal as well as school strategies for dealing with it. Our PSHE scheme includes work on self-esteem, assertiveness, respect for self and others and lines of communication to follow if a child needs to talk to someone. We follow the SEAL scheme (Social and Emotional Aspects of Learning), to promote pupils' emotional health and well being. This has a strong anti-bullying focus that is developmental and age appropriate. Units of teaching and learning are planned to coincide with National Anti-Bullying Week each November. We recognise that while children may be able to respond sensitively to materials that depict bullying, it takes time and repeated discussion for them to apply it to their own behaviour.

Procedures for dealing with bullying incidents

The following steps will be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached. The victim will be reassured that their concerns are being taken seriously. At this point it will be established whether it is bullying (persistent or deliberate attempt to hurt or humiliate) or a one-off incident of unacceptable behaviour.
- The Head or Deputy Headteacher will be informed and the concern recorded.
- The person bullying will then be listened to, to establish fully what has happened.
- A clear account of the incident will be recorded and given to the Head or Deputy Headteacher.
- If appropriate, all parties involved should be brought together and the victim given the opportunity to describe their feelings so the perpetrator is fully aware of the impact of their actions.
- If the victim does not wish to meet the perpetrator then the adult will take responsibility for explaining the effect of their behaviour on the other child.
- The perpetrator should complete a Reflection Sheet or letter of apology and have an opportunity to apologise to the victim.
- Parents of both parties will be informed.

- **The victim's parents** need to be reassured that their child will be looked after and that the school will not tolerate bullying. They will be informed that the parents/carers of the child bullying are being contacted, and that they will be made fully aware of all that has happened. Parents will be advised that the school will be closely monitoring the situation and further contact or a follow-up meeting will take place.
 - **The perpetrator's parents** will be informed immediately and invited in for a meeting in order to discuss the incident and concerns. Teacher and parents will work together to ensure there is no repetition of the bullying behaviour. Staff will let them know that the victim's parents have also been contacted, and that further contact or a follow-up meeting will take place.
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- A record of the incident will be recorded on the appropriate form
 - The situation will be closely monitored and all other adults who work with the children will be informed so that as many people as possible can ensure that there are no repeat incidents.
 - If necessary, appropriate support could be provided for the perpetrator or victim in the form of social skills work or involvement of the school nurse.

Monitoring, evaluation and review

The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.