



ANTI-BULLYING

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MAYFIELD PRIMARY SCHOOL
MAYFIELD ROAD, OLDHAM, OL1 4LG

Overview

At Mayfield, bullying in all its forms will not be tolerated. Every member of the school will treat others with kindness and respect, making sure that our Mission Statement and values are followed. Everyone will be vigilant and will act promptly to intervene if there are any signs or reports of bullying.

What is bullying

Bullying is behaviour by an individual or group, repeated over time that intentionally hurts another individual or group either physically or emotionally.

Bullying can take many forms (for instance, cyber-bullying via text messages or online), and may be motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, or because a child is adopted or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences.

‘Banter’ is bullying. If children are repeatedly ‘joking’ with an individual, who is not included in the joke, it is bullying. Our school does not tolerate the ‘banter’ excuse.

Objectives of this policy

- To ensure that all children feel safe and free from bullying and intimidation both during the school day and outside of school.
- To ensure that all members of the school community understand what bullying is.
- To promote positive relationships and make absolutely clear in our policy that the harassment and bullying of others is never acceptable.
- To ensure we are a ‘telling school’ where children and parents / carers report bullying that they experience or witness.
- To act promptly and effectively.
- To protect and reassure those affected by bullying.
- To have effective sanctions to deter bullying.
- To work closely with those who have been bullying to prevent further recurrence of bullying behaviours.

Systems for preventing and tackling bullying

Preventing bullying

Our school ethos aims to create an environment that prevents bullying. Tolerance, kindness and respect runs throughout everything we do. All aspects of school life, including the curriculum, extra-curricular activity and pastoral care:

- promote positive relationships and emphasise that the harassment and bullying of others is never acceptable.
- promote respect for the differences between people and celebrate the richness that diversity brings to modern British society.

In addition:

- we ensure that all children in school understand our Anti-Bullying policy and understand the role they play in reporting any bullying that is taking place.
- we communicate our policy and approach to all parents / carers, both during welcome / induction, via the website, newsletters, specific E-Safety / Safeguarding letters and during the annual parents' / carers' meetings, when required.
- all children will receive clear guidance and support about online communications to ensure children are:
 1. safe online
 2. kind and mature in the digital contributions that they make
 3. mindful of the digital footprint that they leave.
- all year groups have age and ability appropriate sessions built into their curriculum to explore the principles of positive online behaviour. A 'code of conduct' and support / advice materials are discussed during Computing and / or PSHRE lessons and displayed in Key Stage areas, so that children are able to refer to them regularly.

Tackling bullying

Reporting, Intelligence and Investigation

We are a 'telling school'. We foster an ethos where children let us know if they experience or witness bullying. Children are encouraged and asked to report concerns to any member of staff e.g. teacher, teaching assistant or a member of pastoral support.

All school staff proactively gather information about issues between children which might provoke conflict and put strategies in place to prevent bullying beginning or escalating.

When children come to reporting bullying, we offer them immediate kindness and protection. Children need to feel safe, happy and secure. We ask children to share their written perspective, if able to do so. Pastoral staff then seek the perspectives of the alleged perpetrators and witnesses, through follow up discussion.

Working with victims and children who bully

Where appropriate, we use restorative practice to resolve bullying issues where appropriate. Restorative conversations may be used to work with both the person displaying the bullying

behaviour and the person affected by the bullying. Our aim is to encourage reflection and foster reconciliation, with the ultimate aim that bullying stops.

Children who bully will be sanctioned in accordance with the behaviour policy of the school and made aware that there are clear consequences because of their actions. They will also be offered support in forming positive relationships with others. We accept that there are a range of potential factors that may affect why people bully and our Pastoral team will work with the bully, and in some cases family members, to unpick why these behaviours have occurred and the support that needs to be put in place moving forwards.

Children who have been victims of bullying will be offered ongoing support from either their teacher, teaching assistant or member of our Pastoral Team.

Working with parents

Pastoral staff will initially discuss bullying issues with parents and carers. There is the expectation that our school policy will be supported, and that home and school will work together to resolve issues and look at positive steps and resolutions moving forwards. Where we feel it is necessary, Key Stage Leads, or the Headteacher or Deputy Headteacher, will be involved in the process, in order to ensure an effective resolution.

Please note, that we also expect parents and carers to treat each other, school staff and other children with respect and bullying behaviour from adults will not be tolerated. All incidents of bullying behaviour by parents / carers will be logged and dealt with appropriately by the Pastoral Lead and / or Headteacher / Deputy Headteacher. If bullying behaviour continues by parents and carers, school will not hesitate to seek further advice and escalate accordingly, following Cranmer Education Trust policies.

Recording incidents

School records incidents of bullying behaviours on CPOMS, an electronic system used by all colleagues in school. Designated Safeguarding Leads and / or Deputies are informed verbally of an incident in the first instance, where possible. Information is added to CPOMS shortly after an incident when a full picture of the incident has been obtained. Designated Safeguarding Leads and other identified colleagues, such as Deputy Designated Safeguarding Leads / the child's class teacher, are electronically alerted to the incident. Our Pastoral Lead evaluates cases of Bullying incidents on a minimum half-termly basis to establish whether there are trends or wider issues that need to be addressed.

The Pastoral team liaise closely with the Headteacher and Deputy Headteacher throughout, to ensure that all systems in place are rigorous and that members of the Leadership Team always have the overview of bullying issues in school and how they have been resolved. This also allows the Leadership Team to challenge the way bullying has been dealt with if required.

Utilising feedback

Parents / carers, children and staff will be asked for their views at points throughout the year in relation to bullying and whether children feel safe, happy and secure in school. Leaders will

then use this feedback to strengthen those areas that we do well and address areas where it is felt we can do even better.

Reviewed February 2016

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Reviewed Spring Term 2018: MCB

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