



# Anti-Bullying

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# Mylnhurst

## Preparatory School & Nursery

IAPS Co-Educational Day School : Ages 3-11  
A Catholic Foundation Welcoming Families of All Faiths

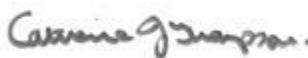


### Mission

To maximise the potential of our children through partnership  
Within a challenging and supportive Christian community

### Vision

A centre of educational excellence preparing children in a  
Christian environment for life's opportunities

Signed on behalf of the Senior Leadership Team by	Signed on behalf of the Board of Directors by
	
<b>Kirsty Holland</b>	<b>Catherine Thompson</b>
Academic Headteacher	Chair of Directors
Date: 14 <sup>th</sup> June 2019	Date: 14 <sup>th</sup> June 2019

# Anti-bullying Policy

## Rationale

At Mylnhurst, we place great importance on promoting the values of mutual respect, self-discipline and social responsibility, which equip pupils to strive to achieve a high standard of behaviour. Discipline is considered to be a collective responsibility of staff, parents/guardians, pupils and directors. It is achieved primarily through good relationships within our school community. We seek to promote 'positive behaviour' patterns and encourage all staff to deliver this through good role modelling, effective relationships and by judging each situation on its individual merits.

The Christian values upon which our school is founded are the basis of all that we do.

This policy has regard to the DfE document entitled;  
*'Preventing and Tackling Bullying'*

## Aims and Objectives

- Bullying is wrong and damages individuals. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as totally unacceptable. We equip our staff with the training and guidance to: identify bullying, act effectively to stop it and promote an environment where bullying is never accepted or allowed to develop.
- We aim, as a school, to produce a safe and secure environment where everyone can develop their full potential without fear or anxiety, and be respected as an individual.
- This policy aims to produce a consistent school response to any bullying incidents that may occur.
- We aim to make all those connected with the school aware of our opposition to bullying, and make clear each person's responsibilities with regard to the eradication of bullying in our school.

## 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. (ref: Preventing and Tackling Bullying)

## **Definitions of Bullying:**

Bullying includes:

- ◆Name calling,
- ◆Offensive comments
- ◆Pushing
- ◆Inappropriate use of texting/emailing/social networks (cyber bullying)
- ◆Sending offensive images by phone or internet (cyber bullying)
- ◆Producing offensive graffiti
- ◆Gossiping
- ◆Excluding people from groups
- ◆Spreading hurtful and untruthful rumours
- ◆Taunting
- ◆Kicking
- ◆Taking belongings
- ◆Mocking
- ◆Hitting

## **Context of Bullying**

Race, religion or culture

SEND

Appearance or health condition

Sexual orientation

Looked after children (home circumstances)

Sexist or sexual bullying

**Note: There is no “hierarchy” of bullying – all forms of bullying should be taken seriously and dealt with appropriately.**

## **Where can bullying take place?**

Between pupils

Between pupils and staff

Between staff

By individuals or groups

Face-to-face

Indirectly or using a range of cyber bullying methods.

## **How do we as a school aim to minimise bullying?**

### **Prevention**

Staff act as positive role models and upholders of positive behaviour.

Celebrate Anti-Bullying Week (ABW) in November

Curriculum opportunities (PHSCE, SEAL, assemblies)

Creating a stimulating school environment

Effective staff supervision at playtimes and lunch

Providing a ‘quiet play’ area

Gathering feedback through our school council and pupil questionnaires

Professional development of staff

Working with LA and other external agencies

### **Procedures to follow if you suspect/witness bullying**

- If necessary, make sure the victim is safe and the bullying is stopped.  
(see separate notes on restraining)
- Report the incident immediately to a member of the SLT.
- Together we will begin the process of gathering information.
- Record events and where necessary make further investigations.
- Arrange communication with parents/guardians.
- Agree on an appropriate course of action,

### **Applying Sanctions**

Sanctions for bullying are intended to hold pupils to account for their behaviour and ensure that they face up to the harm and upset they have caused... *and learn from it*. They also provide an opportunity for the pupil to make amends for their behaviour and try to put right the harm they have caused. These children will need our professional support if they are to improve their behaviour.

In serious cases the school will consider fixed-term or permanent exclusion in line with DFE Guidance

### **Supporting Victims of Bullying (consequences can be very serious)**

Bullying is a very serious offence and can cause severe psychological damage. It is essential that the needs of the victim are identified and addressed. Where appropriate, they should be aware of the sanctions that have been imposed on the person who bullied them and be reassured that the school will support them. It is good practice to keep disruption to their learning and normal routine to a minimum.

### **Working with Parents**

The school's policies on behaviour and anti-bullying are published on the website and referenced in the parent handbook.

Parents will be informed as soon as possible if their child is involved in a bullying incident. Parents should be made aware of how to work with the school in resolving the problem.

Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately. Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school.

### **Monitoring**

The school will agree on how to monitor the situation and who will be responsible. It is essential that the school is satisfied that the action taken has addressed the problem effectively. All incidents are recorded on the schools CPOMS data base.

## **Roles and responsibilities**

### **Directors**

The Directors support the head teacher in all attempts to eliminate bullying from our school. This policy statement makes it very clear that any incidents of bullying that occur are taken very seriously and dealt with appropriately.

The Directors monitor the incidents of bullying that occur, and review the effectiveness of the school policy regularly. The Directors require the head teacher to keep accurate records of all incidents of bullying and to report to the Directors on request about the effectiveness of school anti-bullying strategies.

### **Head teacher**

It is the responsibility of the head teacher to implement the school anti-bullying policy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying. The head teacher reports to the directors about the effectiveness of the anti-bullying policy on request.

The head teacher ensures that all children know that bullying is wrong and not accepted in our school community. The head teacher draws the attention of children to this fact at suitable occasions, for example, if an incident occurs, the head teacher may decide to use an assembly as a forum in which to discuss with other children why this behaviour was wrong, and why a pupil is being punished.

The head teacher ensures that all staff receives sufficient training to be equipped to deal with all incidents of bullying.

The head teacher sets the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

### **Teachers & Auxiliary staff**

*All incidents of bullying must be reported to a member of the Senior Leadership Team.*

Staff in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place. They keep detailed records of all incidents.

If we become aware of any bullying taking place, we deal with the issue immediately. This may involve counselling and support for the victim of the bullying, and punishment for the child who has carried out the bullying. We spend time talking to the child who has bullied: we explain why the action of the child was wrong, and we endeavour to help the child change their behaviour in future.

Staff attend appropriate training, which enables them to become equipped to deal with incidents of bullying and behaviour management.

Staff attempt to support all children in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.

### **Recording Incidents**

All bullying incidents are recorded in detail for all parties concern and the schools CPOMS account.

### **Monitoring and Review**

This policy is monitored on a day-to-day basis by the head teacher, who reports to directors about the effectiveness of the policy on request. This anti-bullying policy is the responsibility of the directors and they review its effectiveness annually. They do this by examining the reports on any serious incidents which have occurred, and by discussion with the head teacher. The Directors analyse information with regard to gender, age and ethnic background of all children involved in bullying incidents.

### **This policy links with:**

Dyslexia Friendly policy, equal opportunities, behaviour policy, PHSCE, and safeguarding.