



Monkfrith School **Anti-Bullying Policy**

Monkfrith is an inclusive school where we provide a caring, friendly and safe environment for all of our pupils. As part of the British Values we encourage our pupils to respect, appreciate and celebrate differences. We work together to ensure that pupils are able to learn in a supportive environment without fear of being bullied and free from race discrimination and harassment.

Policy Aims

Bullying and Racism are anti-social and affect everyone. In line with the School Standards and Framework Act 1998, this policy aims to:

- Enable all members of the school community to understand what bullying behaviour and racism is and that it is not acceptable.
- Outline the procedures to be followed in the event of a bullying or racist incident.
- Assure parents and pupils that bullying and racism are taken seriously and that all incidents of reported bullying and/or racism will be dealt with promptly and effectively

Definition of bullying

Bullying is the use of deliberately hurtful and/or targeted behaviour, often repeated over a period of time, where it is difficult for the person being bullied to defend himself or herself. Bullying results in pain and distress to the victim.

The main types of bullying are:

- Physical (e.g. hitting, kicking or any use of physical violence; theft)
- Verbal (e.g. name-calling, teasing,)
- Emotional (e.g. spreading rumours, excluding someone from social groups, tormenting)
- Sexual (e.g. gender stereotyping or taunts about sexual orientation)
- Online (using mobile phones or the internet etc to deliberately upset someone)
- Racist (mistreatment of people because of their skin colour, ethnic group, nationality, language or socioeconomic status.

Definition of Racism

Racism can be described as prejudiced or discriminatory attitudes, beliefs or behaviours, which treat an individual or group of individuals differently because of their race, religion or ethnicity.

Signs and symptoms of bullying

A pupil may indicate that they are being bullied by changes in their behaviour. All members of staff and parents have a responsibility to be aware of the possible signs for example:

- is frightened of walking to or from school;
- is unwilling to go to school;
- unwilling to go to school;
- becomes withdrawn, anxious, or lacking in confidence;

- becomes clingy;
- starts stammering;
- cries him/herself to sleep at night or wets the bed;
- feigns illness in the morning;
- begins to underachieve in school work;
- arrives home with clothes torn or belongings damaged;
- has possessions that 'go missing';
- asks for money or starts stealing money (to pay bully);
- has dinner money or other monies continually 'lost';
- has unexplained cuts or bruises;
- arrives home hungry (lunch has been stolen);
- becomes aggressive, disruptive or unreasonable;
- is bullying other children or siblings;
- stops eating;
- is frightened to say what's wrong.

Although the above is not an extensive list of the signs and symptoms of bullying and some may not be as a result of bullying taking place, however it does provide a useful initial checklist.

If bullying and/or racism do occur, all pupils are able to report it and know that incidents will be dealt with promptly and effectively. Pupils have a responsibility as well as staff to help eradicate bullying and therefore anyone who knows that bullying and/or racism is happening is expected to tell a member of staff.

Procedures

- All bullying incidents must be reported to any member of staff who will then deal with the situation as a matter of urgency.
- A clear account of the incident will be recorded and given to a senior member of staff.
- The senior member of staff will investigate the incident further by interviewing all pupils involved, in consultation with the Class Teacher.
- The Headteacher will be informed.
- A record will be kept on an incident form and kept centrally for monitoring by SLT and the local governing board.
- The outcome will be decided by the senior member of staff in collaboration with the class teacher.
- Parents of victim and perpetrator will be informed and involved as appropriate.
- Sanctions will be put into effect as laid out in the school Behaviour Policy.
- If the problem persists the bullies may be a risk of exclusion from school.

Support for victims

- The pupil will be given an immediate opportunity to talk about the experience with their class teacher or another member of staff.
- They will be assured that the situation is being dealt with.
- The pupil will be advised about appropriate strategies to deal with bullying e.g. speaking out assertively.
- Steps will be taken to restore the pupil's self-esteem and confidence.
- The pupil will be encouraged to report any further bullying or racist incidents immediately.
- The pupil's parents will be advised of the steps being taken.

Support and actions for the bullies

- The pupil will be spoken to by a senior member of staff regarding the unacceptable nature of bullying and racism.
- Attempts will be made to discover why the pupil became involved.
- The perpetrator will be expected to make a genuine apology to the victim.

- The appropriate sanction related to the severity of the incident will be explained and implemented.
- Strategies will be put in place to try to help the pupil change his/her behaviour.
- The parents will be informed and asked to support the action being taken by the school.

Awareness and Prevention of Bullying of Racism throughout the School

Within the curriculum the subject of bullying and racism and its unacceptability is regularly addressed through the teaching of the British Values - Respect and Tolerance, PSHE lessons, Circle Time, Assemblies and other subject areas as appropriate.

Reviewed March 2020

Next review September 2022



INCIDENT LOG

Name of child:

Date:

Time:

Place incident occurred (please tick relevant area):

Classroom Library Hall Dining Hall Toilets HT Rm
Playground Other

Description of Incident: (what actually happened/triggers/cause/outcome)

Incident related to issues of:

Physical Religion Gender Race Bullying Sexual orientation Teasing/Winding Up
Not on task Name calling Other

Action taken:

Red Card Time out Partner class Missing break time Exclusion

Who informed: Class teacher HT DHT SENCo LSA/TA MTS/Playleader Parent

Signed (person making report):

Signed and action taken by member of SLT:

