



Moor Hall School

Policy Name	Anti-Bullying
Contact Person	Miss G M Jones
Committee	Full Governing Body
Date of Approval	November 2018
Date of the next review	November 2019

Moor Hall School Anti-Bullying Policy 2018

Moor Hall Mission Statement

Moor Hall is a caring school which aims to create a stimulating learning environment in which every individual has the opportunity to be the best that they can be.

Unicef Rights Respecting Link

19 You have the right to be protected from being hurt and mistreated in body or mind.

Statement of Intent

Bullying of any kind is unacceptable at Moor Hall. All members of the school community should be alert to the signs of bullying and act promptly and firmly against it, in accordance with school policy. Staff and children have been involved in the formulation of this policy. Anti-bullying will be reviewed by the whole school community – via class discussions and school council and staff meetings.

Statutory duty of schools

Head teachers have a legal duty under the Education and Inspections Act 2006 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils.

Objectives of this Policy

- All governors, teaching and non-teaching staff of Moor Hall School should know the contents and procedures within this policy and follow the guidance when bullying is reported.
- All pupils at Moor Hall School are aware that bullying will not be tolerated
- That pupils and parents should be assured that they will be supported if bullying is reported.

What Is Bullying?

Bullying is defined as deliberately hurtful behaviour, by an individual or group, repeated over a period of time, that intentionally hurts another individual or group either physically or emotionally. 4

An isolated incident, where another child is hurt with malicious intent may also be regarded as bullying.

Bullying can be related to

- Race, ethnicity, religion or culture
- Special Educational need or disability
- Appearance or health
- Sexual orientation
- Circumstances e.g. because a child is adopted
- Sexual harassment

Bullying can take a number of forms:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, use of threatening gestures)
- Physical pushing, kicking, hitting, punching or any use of violence.
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Homophobic because of, or focussing on the issue of sexuality
- Sexual unwanted physical contact or sexually abusive comments
- Cyber All areas of the Internet, such as e-mail & Internet chat room misuse, mobile phone threats by text messaging & calls, misuse of associated technology, i.e. camera & video facilities

Prevention

At Moor Hall School we aim to promote and develop an ethos which is open and honest, where children are listened to and where everyone treats each other with respect, as they know this is the right way to behave.

We use a variety of methods to help children prevent bullying. As and when appropriate, these may include:

- Anti-Bullying week
- writing a set of class rules or agreements
- having discussions about bullying (circle time)
- writing stories or poems or drawing pictures about bullying (PHSE)
- reading stories about bullying or having them read to a class or assembly (PHSE)
- making up role-plays (PHSE)
- use of a “worry box” as a means of communicating with an adult
- competitions – Leaflets – Anti bullying poster competitions etc.

Signs and Symptoms

A child may inform parents that they have been involved in incidences of bullying. A child may also indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- becomes withdrawn, anxious, or lacking in confidence
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has unexplained cuts or bruises
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- is afraid to use the Internet or mobile phone
- is nervous & jumpy when a cyber message is received
- gives improbable excuses for any of the above

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated. There is additional guidance available on the website for parents and carers.

Reporting Procedures

- Parents or children should report bullying incidents to class teacher immediately.
- Class teacher will complete a bullying incident form. (See Appendix 1), and provide a copy for the Behaviour Coordinator (Miss Jones). ***Where bullying outside school has an impact on children's behaviour and welfare in school and the incident is reported to school staff, it will be investigated and acted upon by the Senior Leadership Team.***
- The bullying incident will be investigated by either the class teacher in the first instance or Miss Jones, who will meet with the bullied child and reassure them that the incident will be taken seriously.
- In the meeting the class teacher or Miss Jones will listen and record in writing the details of the reported incident.
- Following this meeting, the class teacher in consultation with Miss Jones will decide if the incident warrants further investigation.
- If the incident warrants further investigation Miss Jones will seek to establish witnesses and secure evidence to support the bullied child's statement, using the prompt sheets. Bystanders and the suspect bully may also be interviewed at this point. (Appendix 1 – Incident sheet).
- The school's behaviour policy will be followed. The bully's parents/carers will be contacted to inform them of the incident. Support from parents will be expected at this point and parents will be invited to attend a meeting at the school with Miss Jones to discuss the issue.
- Help may be offered to the bully to modify his/her behaviour.

- The class teacher will reassure the bullied child again that further bullying will not be tolerated and will closely monitor the situation, checking with the bullied child on a regular basis.
- The parents of the bullied child will be informed, parents and the child will be offered appropriate support
- Support from external agencies may be sought and, if appropriate, the police will be consulted.

Outcomes

- The school's behaviour policy will be administered to apply appropriate sanctions
- The bully (bullies) will be asked to genuinely apologise, either verbally or in writing, and a record kept by Miss Jones.
- If possible, the pupils will be reconciled.
- After the incident / incidents have been investigated and dealt with, each case will be monitored by the class teacher and Miss Jones, to ensure repeated bullying does not take place.

Monitoring, evaluation and review

Miss Jones, Behaviour Coordinator, will keep copies of all relevant documentation which will include a detailed and clear record of the incident and outcomes of any action taken.

The Headteachers Report to the Governing Body will report the number and nature of bullying incidents.

A Health and Well Being questionnaire is completed annually by all children, and the results analysed before being shared with staff and Governors. Any issues relating to bullying highlighted by the results will be addressed, either on an individual or whole class basis.

A parent questionnaire, which includes the question about how effectively the school deals with bullying is distributed on an annual basis. The results are analysed and shared with all members of the school community and any issues are addressed.

Within the Partnership Agreements, which have been developed with children, staff, parents and Governors, promotes the ethos of a caring school community. These will be reviewed on an annual basis.

The Anti-Bullying and Behaviour policies are reviewed annually, and are available on the school website. This policy is to be read in conjunction with the E- Safety and Acceptable Use of the Internet policies.

Appendix 1 Bullying Incident Prompt Sheet

Where were you?	
Who was with you?	
What happened?	
When did it happen?	
What were you doing before this?	
What happened next?	
Did anybody see what happened?	

