

# Anti-Bullying Policy

## Meadow View Primary School



<b>Approved by:</b>	Safeguarding Governor	<b>Date:</b> 6 <sup>th</sup> July 2016
<b>Written:</b>	July 2016 updated July 2018	
<b>Next review due by:</b>	November 2020	

## **Definition of Bullying**

Bullying can be described as being 'a deliberate act done to cause distress solely in order to give a feeling of power, status or other gratification to the bully. Bullying can range from ostracising, name-calling, teasing, threats and extortion, through to physical intimidation, assault on persons and/or their property. It can be an unresolved single frightening incident that casts a shadow over a child's life, or a series of such incidents.'

Staff, parents, governors and children at Meadow View work together to create a happy, caring and safe learning environment. Bullying, whether verbal, physical or indirect, is not tolerated. It is everyone's responsibility to try to prevent occurrences of bullying and to deal with any incidents quickly and effectively.

## **Aims**

- ◆ To provide a safe, caring environment for the whole school community, especially the children in our care.
- ◆ To provide a clear cyclical anti-bullying curriculum to be taught each year in Anti-Bullying week
- ◆ To instil in children that bullying is unacceptable and that reports of bullying will be taken seriously, recorded and acted upon.
- ◆ To enable children to recognise bullying by teaching them the different types of bullying that can occur.
- ◆ To prevent bullying by educating children on the effects of bullying and the impact upon children's lives.
- ◆ To fully investigate any report of bullying with detailed records kept of incidents, reports and complaints.
- ◆ To take appropriate action, including exclusion in cases of severe bullying.
- ◆ To monitor incidents of bullying during the school year by the head teacher.
- ◆ To ensure that all staff feel safe and are free from bullying.
- ◆ To enable parents to participate in their child's learning, on school premises, without the intimidation of bullying

## Anti-Bullying Curriculum

Year Group	Learning to Cover	Key Vocabulary to be taught
FS	<ul style="list-style-type: none"> <li>• Recognising and respecting similarities and differences in ourselves and others.</li> <li>• Learning about myself – developing self-image and self-esteem.</li> <li>• Developing social skills – meeting new people.</li> <li>• What is bullying? Definition of what bullying is and what bullying isn't! (Follow current LA Anti-Bullying guidance)</li> <li>• Bullying or unkindness?</li> <li>• How would bullying make you feel? – unhappy, scared, frightened, lonely</li> </ul>	<p><b><i>Bullying</i></b></p> <p><b><i>Unkindness</i></b></p> <p><b><i>Unique</i></b></p> <p><b><i>Similar</i></b></p> <p><b><i>Different</i></b></p> <p><b><i>Feelings</i></b></p> <p><b><i>Empathy</i></b></p>
Y1	<ul style="list-style-type: none"> <li>• Recognising and respecting similarities and differences in ourselves and others.</li> <li>• Learning about myself – developing self-image and self-esteem.</li> <li>• Developing social skills – meeting new people.</li> <li>• What is bullying?</li> <li>• Bullying or unkindness?</li> <li>• What are the effects of bullying?               <ul style="list-style-type: none"> <li>➤ Drop in self-esteem to self-defeating, fearful attitude;</li> <li>➤ Shyness;</li> <li>➤ Poor academic achievement;</li> <li>➤ Feeling scared, withdrawn, isolated, and/or unhappy, sad, fearful, lonely</li> <li>➤ Physical symptoms (e.g. headache, stomach ache, general fatigue);</li> <li>➤ Not liking school</li> </ul> </li> <li>• What can you do to prevent bullying?</li> <li>• What can you do to stop bullying if it is you who is being bullied?</li> <li>• What can you do to stop bullying if it is a friend who is being bullied?</li> </ul>	<p>Bullying</p> <p>Unkindness</p> <p>Unique</p> <p>Similar</p> <p>Different</p> <p>Feelings</p> <p>Empathy</p> <p><b><i>Self-Image</i></b></p> <p><b><i>Self-Esteem</i></b></p> <p><b><i>Effects</i></b></p> <p><b><i>Prevent</i></b></p>

<p>Y2</p>	<ul style="list-style-type: none"> <li>• Bullying – types and responses to bullying and recognising other’s feelings.</li> <li>• Physical bullying - Pushing, spitting, tripping, kicking, hitting, pinching and other forms of violence or threats;</li> <li>• Cyber bullying – Using social media, texting or email to deliberately hurt another person.</li> <li>• Bullying children’s medical conditions – intentionally mocking conditions that can be seen (e.g. wheelchair use, down syndrome, disfigurement) or unseen (e.g. autism, asthma, epilepsy)</li> <li>• Verbal bullying - Name-calling, mocking, sarcasm, spreading rumours, persistent teasing;</li> <li>• Emotional bullying/Social alienation- Excluding from a group, gossiping, spreading rumours, , tormenting, ridicule, humiliation;</li> <li>• Racial bullying - ethnic or racial slurs or name-calling</li> <li>• Bullying or unkindness?</li> <li>• Signs of Bullying <ul style="list-style-type: none"> <li>➤ is frightened of walking to or from school;</li> <li>➤ doesn't want to go on the school / public bus; begs to be driven to school;</li> <li>➤ changes their usual routine;</li> <li>➤ is unwilling to go to school</li> <li>➤ becomes withdrawn anxious, or lacking in confidence;</li> <li>➤ starts stammering;</li> <li>➤ attempts or threatens suicide or runs away;</li> <li>➤ cries themselves to sleep at night or has nightmares;</li> <li>➤ feels ill in the morning;</li> <li>➤ begins to do poorly in school work;</li> <li>➤ comes home with clothes torn or books damaged;</li> <li>➤ has possessions end up "missing";</li> <li>➤ asks for money or starts stealing money (to pay bully);</li> <li>➤ has dinner or other monies continually "lost";</li> <li>➤ has unexplained cuts or bruises;</li> <li>➤ comes home starving (money / lunch has been stolen);</li> <li>➤ becomes aggressive, disruptive or unreasonable;</li> <li>➤ is bullying other children or siblings;</li> <li>➤ stops eating;</li> <li>➤ is frightened to say what's wrong;</li> <li>➤ gives improbable excuses for any of the above.</li> </ul> </li> <li>• What are the effects of bullying? <ul style="list-style-type: none"> <li>➤ Drop in self-esteem to self-defeating, fearful attitude;</li> <li>➤ Shyness;</li> <li>➤ Poor academic achievement;</li> <li>➤ Feeling scared, withdrawn, isolated, and/or sad effecting your mental health</li> <li>➤ Physical symptoms (e.g. headache, stomachache, general fatigue);</li> <li>➤ Not liking school</li> </ul> </li> </ul>	<p>Bullying</p> <p>Unkindness</p> <p>Unique</p> <p>Self-Image</p> <p>Self-Esteem</p> <p>Similar</p> <p>Different</p> <p>Feelings</p> <p>Empathy</p> <p>Effects</p> <p>Prevent</p> <p><b>Physical Bullying</b></p> <p><b>Cyber-Bullying</b></p> <p><b>Verbal Bullying</b></p> <p><b>Emotional Bullying</b></p> <p><b>Racial Bullying</b></p> <p><b>Medical Conditions</b></p> <p><b>Mental Health</b></p>
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<p>Y3</p>	<ul style="list-style-type: none"> <li>• How does bullying Start?</li> <li>• Physical bullying - Pushing, spitting, tripping, kicking, hitting, pinching and other forms of violence or threats;</li> <li>• Cyber bullying – Using social media, texting or email to deliberately hurt another person.</li> <li>• Bullying children’s medical conditions – intentionally mocking conditions that can be seen (e.g. wheelchair use, down syndrome, disfigurement) or unseen (e.g. autism, asthma, epilepsy)</li> <li>• Verbal bullying - Name-calling, mocking, sarcasm, spreading rumors, persistent teasing;</li> <li>• Emotional bullying/Social alienation- Excluding from a group, gossiping, spreading rumors, , tormenting, ridicule, humiliation;</li> <li>• Racial bullying - ethnic or racial slurs or namecalling</li> <li>• Intimidation - Graffiti, a public challenge to do something, playing a dirty trick, taking possessions, coercion;</li> <li>• Appearance related bullying – weight, race, clothes, cleanliness</li> <li>• Everyone should have ‘Acceptance without exception’ (Stonewall slogan)</li> <li>• Everyone should be free to be whoever that want to be (See Danni’s Story resource)</li> <li>• Bullying or unkindness?</li> <li>• What are the effects of bullying? <ul style="list-style-type: none"> <li>➤ Depression;</li> <li>➤ Drop in self-esteem to self-defeating, fearful attitude;</li> <li>➤ Shyness;</li> <li>➤ Poor attendance</li> <li>➤ Poor academic achievement;</li> <li>➤ Feeling scared, withdrawn, isolated, and/or sad;</li> <li>➤ Mental health is eroded which bring on Physical symptoms (e.g. headache, stomach-ache, general fatigue); caused by worry stress etc.</li> <li>➤ Not liking school</li> </ul> </li> </ul> <p><b><u>RESOURCE</u></b></p> <p>Stonewall: Free DVD 02075931850 Danni’s Story (Also available on Youtube: Stonewall Free Danni)</p>	<p>Bullying</p> <p>Unkindness</p> <p>Unique</p> <p>Self-Image</p> <p>Self-Esteem</p> <p>Similar</p> <p>Different</p> <p>Feelings</p> <p>Empathy</p> <p>Effects</p> <p>Prevent</p> <p>Physical Bullying</p> <p>Cyber-Bullying</p> <p>Verbal Bullying</p> <p>Emotional Bullying</p> <p>Racial Bullying</p> <p>Medical Conditions</p> <p>Mental Health</p> <p><b><i>Intimidation</i></b></p> <p><b><i>Appearance related</i></b></p> <p><b><i>Gender related</i></b></p> <p><b><i>Acceptance</i></b></p> <p><b><i>Without exception</i></b></p> <p><b><i>Depression</i></b></p>
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<p>Y4</p>	<ul style="list-style-type: none"> <li>➤ Physical bullying - Pushing, spitting, tripping, kicking, hitting, pinching and other forms of violence or threats;</li> <li>➤ Cyber bullying – Using social media, texting or email to deliberately hurt another person.</li> <li>➤ Bullying children’s medical conditions – intentionally mocking conditions that can be seen (e.g. wheelchair use, down syndrome, disfigurement) or unseen (e.g. autism, asthma, epilepsy)</li> <li>➤ Verbal bullying - Name-calling, mocking, sarcasm, spreading rumours, persistent teasing;</li> <li>➤ Emotional bullying/Social alienation- Excluding from a group, gossiping, spreading rumours, tormenting, ridicule, humiliation</li> <li>➤ Intimidation - Graffiti, a public challenge to do something, playing a dirty trick, taking possessions, coercion</li> <li>➤ Racial bullying - ethnic or racial slurs or name-calling.</li> <li>➤ Sexual bullying - Unwanted physical contact or abusive comments. (Swimsuit rule – our bodies are private and need to be respected.)</li> <li>➤ Gender related bullying – attacking the stereotypes. “girls can’t do that”, “boys can’t be friends with girls” etc</li> <li>➤ Emotional bullying, like ridicule and exclusion, seems to be more common than physical violence and, judging by what young people express, it can also be the most difficult type of bullying to cope with or prove.</li> <li>➤ Bullying or unkindness?</li> <li>➤ What are the effects of bullying?</li> <li>➤ Depression;</li> <li>➤ Drop in self-esteem to self-defeating, fearful attitude;</li> <li>➤ Shyness;</li> <li>➤ Poor academic achievement;</li> <li>➤ Feeling scared, withdrawn, isolated, and/or sad;</li> <li>➤ Mental health is eroded which bring on Physical symptoms (e.g. headache, stomachache, general fatigue); caused by worry stress etc.</li> <li>➤ Not liking school</li> </ul> <ul style="list-style-type: none"> <li>• Everyone should have ‘Acceptance without exception’ (Stonewall slogan)</li> <li>• Everyone should be free to be whoever that want to be (See Danni’s Story resource)</li> </ul> <p><b><u>RESOURCES</u></b></p> <p>Stonewall: Free DVD 02075931850 Danni’s Story (Also available on Youtube – stonewall Free Danni)</p> <p>Gender related Stonewall: Free DVD 02075931850 Jake’s Story (Also available on Youtube – stonewall Free Jack)</p>	<p>Bullying</p> <p>Unkindness</p> <p>Unique</p> <p>Self-Image</p> <p>Self-Esteem</p> <p>Similar</p> <p>Different</p> <p>Feelings</p> <p>Empathy</p> <p>Effects</p> <p>Prevent</p> <p>Physical Bullying</p> <p>Cyber-Bullying</p> <p>Verbal Bullying</p> <p>Emotional Bullying</p> <p>Racial Bullying</p> <p>Medical Conditions</p> <p>Mental Health</p> <p>Intimidation</p> <p>Appearance related</p> <p>Gender related</p> <p>Acceptance</p> <p>Without exception</p> <p>Depression</p> <p><b><i>Unwanted</i></b></p> <p><b><i>Physical Contact</i></b></p> <p><b><i>Swimsuit Rule</i></b></p> <p><b><i>Gender</i></b></p>
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<p>Y5</p>	<ul style="list-style-type: none"> <li>• Physical bullying - Pushing, spitting, tripping, kicking, hitting, pinching and other forms of violence or threats;</li> <li>• Cyber bullying – Using social media, texting or email to deliberately hurt another person.</li> <li>• Bullying children’s medical conditions – intentionally mocking conditions that can be seen (e.g. wheelchair use, down syndrome, disfigurement) or unseen (e.g. autism, asthma, epilepsy)</li> <li>• Verbal bullying - Name-calling, mocking, sarcasm, spreading rumors, persistent teasing</li> <li>• Emotional bullying/Social alienation- Excluding from a group, gossiping, spreading rumors, , tormenting, ridicule, humiliation</li> <li>• Intimidation - Graffiti, a public challenge to do something, playing a dirty trick, taking possessions, coercion</li> <li>• Racial bullying - ethnic or racial slurs or namecalling.</li> <li>• Gender related bullying</li> <li>• Sexual Abuse - Unwanted physical contact or abusive comments</li> <li>• Emotional bullying, like ridicule and exclusion, seems to be more common than physical violence and, judging by what young people express, it can also be the most difficult type of bullying to cope with or prove.</li> <li>• Homophobic Bullying</li> <li>• Bullying or unkindness?</li> <li>• What are the effects of bullying? <ul style="list-style-type: none"> <li>➢ Depression;</li> <li>➢ Drop in self-esteem to self-defeating, fearful attitude;</li> <li>➢ Shyness;</li> <li>➢ Poor academic achievement;</li> <li>➢ Feeling scared, withdrawn, isolated, and/or sad;</li> <li>➢ Mental health is eroded which bring on Physical symptoms (e.g. headache, stomachache, general fatigue); caused by worry stress etc.</li> <li>➢ Not liking school and;</li> <li>➢ Threatened or attempted suicide.</li> </ul> </li> <li>• Everyone should have ‘Acceptance without exception’ (Stonewall slogan)</li> <li>• Everyone should be free to be whoever that want to be (See Danni’s Story resource)</li> </ul> <p><b><u>RESOURCES</u></b></p> <p>Stonewall: Free DVD 02075931850 Danni’s Story (Also available on Youtube – stonewall Free Danni)</p> <p>Gender related Stonewall: Free DVD 02075931850 Jake’s Story (Also available on Youtube – stonewall Free Jack)</p> <p>Homophobic Bullying Stonewall: Free DVD 02075931850 Linus’s Story (Also available on Youtube – stonewall Free Jack)</p>	<p>Bullying</p> <p>Unkindness</p> <p>Unique</p> <p>Self-Image</p> <p>Self-Esteem</p> <p>Similar</p> <p>Different</p> <p>Feelings</p> <p>Empathy</p> <p>Effects</p> <p>Prevent</p> <p>Physical Bullying</p> <p>Cyber-Bullying</p> <p>Verbal Bullying</p> <p>Emotional Bullying</p> <p>Racial Bullying</p> <p>Medical Conditions</p> <p>Mental Health</p> <p>Intimidation</p> <p>Appearance related</p> <p>Gender related</p> <p>Acceptance</p> <p>Without exception</p> <p>Depression</p> <p>Unwanted</p> <p>Physical Contact</p> <p>Swimsuit Rule</p> <p>Gender</p> <p><b>Homophobic</b></p> <p><b>Sexual Abuse</b></p> <p><b>Suicide</b></p>
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<p>Y6</p>	<ul style="list-style-type: none"> <li>• Physical bullying - Pushing, spitting, tripping, kicking, hitting, pinching and other forms of violence or threats;</li> <li>• Cyber bullying – Using social media, texting or email to deliberately hurt another person.</li> <li>• Bullying children’s medical conditions – intentionally mocking conditions that can be seen (e.g. wheelchair use, down syndrome, disfigurement) or unseen (e.g. autism, asthma, epilepsy)</li> <li>• Verbal bullying - Name-calling, mocking, sarcasm, spreading rumours, persistent teasing;</li> <li>• Emotional bullying/Social alienation- Excluding from a group, gossiping, spreading rumours, tormenting, ridicule, humiliation</li> <li>• Intimidation - Graffiti, a public challenge to do something, playing a dirty trick, taking possessions, coercion</li> <li>• Racial bullying - ethnic or racial slurs or namecalling</li> <li>• Sexual bullying - Unwanted physical contact or abusive comments</li> <li>• Emotional bullying, like ridicule and exclusion, seems to be more common than physical violence and, judging by what young people express, it can also be the most difficult type of bullying to cope with or prove.</li> <li>• Transgender bullying – children who are struggling emotionally with their gender orientation are pinpointed and attacked by slurs and name calling.</li> <li>• Bullying or unkindness?</li> <li>• What are the effects of bullying? <ul style="list-style-type: none"> <li>➤ Depression;</li> <li>➤ Drop in self-esteem to self-defeating, fearful attitude;</li> <li>➤ Shyness;</li> <li>➤ Poor academic achievement;</li> <li>➤ Feeling scared, withdrawn, isolated, and/or sad;</li> <li>➤ Mental health is eroded which bring on Physical symptoms (e.g. headache, stomach ache, general fatigue); caused by worry stress etc.</li> <li>➤ Not liking school and;</li> <li>➤ Threatened or attempted suicide.</li> </ul> </li> <li>• Everyone should have ‘Acceptance without exception’ (Stonewall slogan)</li> <li>• Everyone should be free to be whoever that want to be (See Danni’s Story resource)</li> </ul> <p><b><u>RESOURCES</u></b></p> <p>Stonewall: Free DVD 02075931850 Danni’s Story (Also available on Youtube – stonewall Free Danni)</p> <p>Gender related Stonewall: Free DVD 02075931850 Jake’s Story (Also available on Youtube – stonewall Free Jack)</p> <p>Homophobic Bullying Stonewall: Free DVD 02075931850 Linus’s Story (Also available on Youtube – stonewall Free Jack)</p> <p>Gay Parents – 2 mums and 2 dads Stonewall: Free DVD 02075931850 Emma’s Story</p>	<p>Bullying</p> <p>Unkindness</p> <p>Unique</p> <p>Self-Image</p> <p>Self-Esteem</p> <p>Similar</p> <p>Different</p> <p>Feelings</p> <p>Empathy</p> <p>Effects</p> <p>Prevent</p> <p>Physical Bullying</p> <p>Cyber-Bullying</p> <p>Verbal Bullying</p> <p>Emotional Bullying</p> <p>Racial Bullying</p> <p>Medical Conditions</p> <p>Mental Health</p> <p>Intimidation</p> <p>Appearance related</p> <p>Gender related</p> <p>Acceptance</p> <p>Without exception</p> <p>Depression</p> <p>Unwanted</p> <p>Physical Contact</p> <p>Swimsuit Rule</p> <p>Gender</p> <p>Homophobic</p> <p>Sexual Abuse</p> <p>Suicide</p> <p><b><i>Transgender</i></b></p> <p><b><i>Transexual</i></b></p>
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## Strategy for Dealing with Bullying

In dealing with bullying, staff at Meadow View follow these fundamental guidelines.

- ◆ Never ignore suspected bullying.
- ◆ Head Teacher to be informed
- ◆ Head Teacher to record all incidents of reported bullying including incidents, investigation, consequences and outcome.
- ◆ Do not make premature assumptions.
- ◆ Listen carefully to all accounts – several pupils with the same version does not mean they are telling the truth.
- ◆ Adopt a problem-solving approach that moves pupils forward from self-justification.
- ◆ Follow up proven cases to check bullying has not returned.
- ◆ Work with the Anti Bullying Officer
- ◆ Record all incidents of bullying on the electronic system

The procedures should be followed by the Head Teacher or a member of the Senior Management Team.

1. Discuss the nature of the bullying with the 'victim' at length, recording all the facts. This will require patience and understanding.
2. Identify the alleged 'bully/bullies' and any witnesses.
3. Interview witnesses.
4. Discuss the incident(s) with the alleged 'bully/ies'. Confront them with the allegations and ask them to tell the truth about the situation/incident. Make it clear that this is only an investigation at this stage.
5. If the bully owns up, make it understood that bullying is not acceptable at Meadow View and what effect it has on the education of the victim and the rest of the children in the class/school. Apply sanctions relevant to the type of bullying.
6. If the allegation of bullying is denied, investigate further. If there is sufficient evidence that the bullying occurred, apply relevant sanctions.
7. Hold separate discussions with parents of bully and victim.
8. Sanctions for the bully include:
  - withdrawal from favoured activities, for example school visit
  - loss of breaktimes for a period to be determined by the headteacher.
  - barred from school during lunchtimes for a period to be determined by the headteacher.
  - fixed period of exclusion from school.
9. Provide a Pastoral Support Programme for the victim with a mentor/named person (usually the head or deputy head) monitoring and observing at break times and lunchtimes, and through discussion to make sure there is no repetition.
10. Provide a Pastoral Support Programme for the bully. This will include a Behaviour Support Programme and opportunities in circle time or groups for the child/ren to discuss relationships, feelings and the effect bullying can have on individuals. A mentor/named person will support the child during this programme.

In order to reduce incidents of bullying and recognise bullies, at Meadow View, all staff watch for early signs of distress in pupils. We listen, we believe, we act.

Anti-bullying Monitors ("Playground Mediators") are there as a child's first contact point, if they feel they cannot tell an adult. These are children in Year 6.

## **Bullying off the School Premises**

Meadow View Primary is not directly responsible for bullying off the school premises; however, if both the victim and the bully are from our school action will be taken as if the incident has occurred within the school, and this includes informing parents.

If a child from Meadow View Primary is involved in a bullying incident with a pupil from another school we will liaise with the other school to ensure that there is no reoccurrence. Where possible, Meadow View will support pupils who have been bullied, especially on their way to or from school, by pupils from another school or by other persons.

The following steps should be taken.

- ◆ Talk to the Head Teacher of another school whose pupils are bullying off school premises.
- ◆ Talk to the Police about problems on the local streets.
- ◆ Talk to pupils about how to avoid or handle bullying situations.

## **Staff and Bullying**

At Meadow View we aim to be a strong team to support each other. However, if a member of staff feels that they are being bullied, they should talk to the Head Teacher or a member of the Senior Leadership Team and raise their concerns. If staff do not feel that it has been dealt with efficiently, staff must contact the Chair of Governors.

If a member of staff feels that they are being bullied by the Head Teacher, they should go straight to the Chair of Governors. If the Head Teacher feels that they are being bullied, they too should refer to the Chair of Governors. When we refer to bullying, staff may feel bullied by a colleague, parent or a child or group of children. All disclosures will be treated with dignity and seriously.

## **Parents and Bullying**

Meadow View Primary is not directly responsible for bullying incidents between parents, however if bullying occurs on school premises, the Head Teacher should be informed. If the bullying is impacting on the safety and wellbeing of the children at Meadow View Primary, the Head Teacher will meet with both/all parents/carers/adults involved to negotiate a resolution. The Head Teacher holds the right to restrict access to school premises should a resolution not be made. If bullying between parents occurs off school premises, the parent/carers should contact the police. The Parent Support Advisor will offer support as appropriate.

Policy Written by: J. Logan

Date: 06/07/16 updated July 2018

Agreed by Governors

Date to be reviewed: November 2020