



Anti Bullying Policy



The Moorland Federation of Schools

Anti- Bullying Policy

Sept 2021

Rationale

The Moorland Federation prides itself on being safe and happy schools, schools with a family ethos and atmosphere.

The Moorland Federation is committed to a policy of inclusion, equality and justice. We believe that bullying behaviour is totally unacceptable. We believe that when bullying is challenged effectively children continue to feel safe and happy. Through our procedures, policies and actions we demonstrate that our schools care, our schools listen. We have an effective measured response, that enables pupils to learn good social skills with emotional literacy; kindness is at the heart of our schools. For pupils to learn, they need to be and feel safe, therefore there is zero tolerance to bullying behaviours.

It is advised that this policy be read in conjunction with the Positive Behaviour Policy.

Aims

The aims of our Anti Bullying Policy are:

1. To make all children feel safe and to help them to learn, play and be with others.
2. To ensure that all children are treated fairly and with respect and dignity.
3. To take all reports of bullying seriously and to deal with incidents of bullying effectively.
4. To help children understand the difference between bullying and one off or isolated events.

The Nature of Bullying

There are many definitions of bullying but it is generally accepted that it can take the following form(s):

- Physical For example: hitting, kicking, taking belongings
- Verbal Name calling, insulting, making offensive remarks
- Indirect Spreading nasty stories about someone, exclusion from social groups
- Cyber Using technology for example texting, social networking, email

Bullying is also:

- Deliberately hurtful (including aggression)
- Repeated often over a period of time
- Difficult for victims to defend themselves against



Research has shown that name-calling is the most common direct form of bullying. Children may be called names because of individual characteristics or because of their ethnic origin, social group, nationality, colour or disability.

Children's Attitude to Bullying

Children's understanding of bullying varies with age. Young children may confuse bullying with any "nasty experience" and part of the school and parent's role will be to help them understand what bullying is. As children mature they become more able to recognise bullying as being something different from one off incidents.

Children will always be encouraged to report incidents of bullying and all incidents will be taken seriously. We pride ourselves on being a telling school and actively teaching assertiveness.

Involving Parents

Parental support is crucial for the success of our Anti Bullying Policy. Parents are always informed about any concerns the school has about their child's behaviour and similarly the school takes seriously any concerns about negative behaviour or bullying that parents bring to our attention.

If parents are concerned about bullying their first point of contact should be their child's class teacher. The class teacher will listen to the concerns of the parent; explain the school procedures and policy for dealing with alleged incidents of bullying and then follow these procedures. The class teacher will always contact the parent concerned to let them know how the incident has been dealt with.

Extra Information about bullying is sent home during Anti Bullying Week.

If a parent feels that the class teacher has not dealt with the incident adequately then they will be referred to the Headteacher.

Strategies to Prevent Bullying Behaviour

A number of strategies exist within our school to help prevent bullying behaviour. These are as follows:

- The promotion of the school's aims and values.
- The promotion of the Rules throughout the school.
- The encouragement of positive behaviour as outlined in the school's behaviour policy.
- Making use of curriculum opportunities or circle time to raise children's awareness of bullying.
- Taking part in SEAL work throughout the year and in particular the annual Anti Bullying Week (November).
- Taking part in Internet Safety Day.

- Providing an environment within school where children feel they can report and talk about incidents of bullying without fear.
- Teaching victims to say “no” or how to get help if they need it. Such as our ‘stop I don’t like it’ phrase and action.
- Teaching all of our children to value differences and diversity, particularly with regard to Special Educational Needs and ethnicity.
- Involving children, staff, parents and governors in future developments of the school’s anti-bullying strategy.
- Providing appropriate training for members of staff.
- Being aware that even the youngest child can be aware of the consequences of their own actions.

Dealing with Incidents of Bullying

Within the Moorland schools we adhere to six key points in dealing with reported incidents of bullying.

1. We ascertain that the reported incident is a case of bullying.
2. We never ignore suspected bullying
3. We don’t make premature assumptions
4. We listen carefully to all accounts - several children all saying the same thing does not always necessarily mean that they are telling the truth.
5. We adopt a strategy to deal with the bullying incident and any outcomes are communicated to the children concerned and their parents.
6. We follow up repeatedly to ensure that bullying has not reoccurred.

In all cases of bullying a record of the incidents will be kept as will a record of conversations with parents concerning the incidents of bullying.

If a child or group of children have been found guilty of bullying they will be warned not to do it again and the school will work with them to help them modify their behaviour. However, if this does not work it may be necessary to use a variety of other sanctions to ensure that bullying does not happen again. These sanctions are outlined in the school’s behaviour policy. It will be school practice to inform parents if their child has been involved in incidents of bullying.

In serious cases of bullying the school will invite the parents of children involved in bullying to come into school to discuss the problem and to work with the school in resolving it.

If this fails parents will be informed that if the bullying behaviour continues then their child will face the possibility of being excluded from school either temporarily or permanently depending on the nature of the incident(s).

As a final resort, when all other approaches have failed the school may be forced to exclude a pupil. In all cases of exclusion the school will follow the procedures laid down by the Local Authority.

Application



The Moorland Federation of Schools

This Anti-Bullying Policy is for all of our school communities. If it is to be effective everyone in our schools must use it with consistency.

Monitoring and Review

The Executive Headteacher, Head of School, and class teachers, through the following methods, will monitor this policy:

1. Checking incident logs i.e. e-safety and bullying logs
2. Talking with pupils during circle time, SEAL work and especially during Anti Bullying Week and Internet Safety Day
3. Conducting sampling surveys with children
4. Playground observations
5. Informal discussions with members of staff, parents and children

This policy will be reviewed on a regular basis.

Related Documents

The Anti-Bullying Policy should be read in conjunction with the following documents:

1. Positive Behaviour Policy
2. Vision and Values
3. Home-School Agreement
4. SEAL materials
5. Healthy Schools paperwork
6. E-safety Policy
7. Acceptable Use Policy