

MALMESBURY PARK PRIMARY SCHOOL



Bullying of Pupils Guidance for Staff

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Malmesbury Park Primary School - Guidance to Staff

Bullying of Pupils

Guidance Statement

The governing body and staff of Malmesbury Park Primary School are totally opposed to bullying. Bullying is wrong and damages children. The aim of this policy is to provide pupils with a safe and secure working environment.

It is recognised that all schools are likely to have a problem with bullying at some time. This school regards bullying as particularly serious and firm action will always be taken against it.

This guidance aims to produce a consistent response by Malmesbury Park Primary School to any bullying incidents that may take place.

Procedure

Bullying is deliberately harmful behaviour over a period of time. Staff will watch out for the signs and symptoms of the following forms of bullying:

- Physical
- Verbal
- Indirect, e.g. spreading rumours or social exclusion
- Cyber-bullying e.g. mobile phones or internet message boards and chat rooms

The school recognises that any pupil can be bullied but certain factors that can make bullying more likely are:

- A lack of close friends in the school
- Shyness
- Race, religion, sexual orientation or social class
- A physical, medical, social or some other obvious difference, e.g. stammering or eczema.

Staff will suspect bullying is occurring if a pupil:

- Becomes withdrawn and anxious or aggressive (any change of behaviour)
- Shows a deterioration in his or her work
- Starts to attend school erratically
- Has spurious illnesses
- Persistently arrives late at school
- Prefers to stay with adults

Preventing Bullying

The school will take every opportunity to demonstrate to pupils, through the curriculum and by example, that it is totally opposed to bullying.

Staff will not ignore bullying or suspected bullying. All school staff will, wherever possible, intervene to prevent bullying incidents from taking place.

The school will encourage pupils to report any incidents of bullying to a teacher or other adult at school. Pupils will be told that they may bring a friend with them if they wish.

The school will ensure that all staff, pupils and parents, are aware of the school's anti-bullying policy.

Staff will praise and encourage pupils when they show kindness and consideration to others.

Dealing with bullying incidents

Any incidents of bullying will be taken seriously and dealt with as quickly as possible. Staff will do all they can to support the victims of bullying and make it clear to the bully that this behaviour is not acceptable.

In dealing with bullying, school staff will:

- Not ignore it
- Not make premature assumptions
- Listen to all accounts of the incidents
- Adopt a problem-solving approach that encourages pupils to find solutions rather than simply justify themselves.
- Make regular follow-up checks to ensure that bullying has not resumed
- Contact parents of both parties

If a pupil is bullied

Staff who receive a report of a bullying incident from a pupil will:

- Listen to the pupil's account of the incident and record it on MyConcern, as directed, to through the Safeguarding Policy
- Reassure the pupil that reporting the bullying incident was the right thing to do
- Make it clear to the pupil that he or she is not to blame for what has happened
- Make a note of what the pupil says and place on their personal file
- Explain that the pupil should report any further incidents to a teacher or other member of staff immediately

Staff will ask the pupil:

- What has happened
- How often it has happened
- Who was involved
- Where it happened
- Who saw what happened
- What he or she has done about it already

Advice to pupils

The school will advise pupils who are caught up in bullying incidents to:

- Stay calm and look as confident as possible
- Be firm and clear, look the bully in the eye and tell them to stop
- Get away from the situation as quickly as possible
- Immediately tell an adult what has happened

Peer support services

Staff will refer all pupils involved in bullying incidents to the peer support services at school e.g.:

- Befriending
- Circle of friends
- Support groups
- Mediation by adults
- Mediation by peers
- Assertiveness training groups

Helping the bullies to change

Staff will spend time to help pupils who have bullied others to change their behaviour. If a pupil is bullying others, staff will:

- Talk to the pupil and explain that bullying is wrong and makes others unhappy
- Discuss with the pupil how to join in with others without bullying
- Talk to the pupil about how things are going at school, his or her progress and friends
- Give praise and encouragement when things go right.

Dealing with serious bullying

If the preventative measures and peer support strategies do not succeed, serious bullying will be dealt with under the school's behaviour management policy. The bully will:

- Be removed from the group
- Lose any break or lunchtime privileges
- Be put in detention
- Be banned from a school trip or sports event where these are not an essential part of the curriculum
- Be excluded for a fixed period

In the most serious cases, permanent exclusion will be the most likely sanction if the bullying:

- Involves serious actual violence against another pupil
- Amounts to persistent and defiant misbehaviour

Recording incidents

All incidents of bullying and discussions with the pupils involved will be recorded on MyConcern.

Co-operating with parents and carers

The school will work with parents in dealing with bullying. Bullying in school is everyone's problem. All staff, pupils and parents should be aware that bullying exists and share a commitment to combat it and to make the school a happier place for everyone.

The school will ensure that parents are aware of the school's anti-bullying policy.

Parents, carers and families are often the first to detect signs of bullying. Common physical symptoms include headaches, stomach aches, anxiety and irritability.

The school will encourage parents who suspect that a child is bullying or being bullied to immediately contact the school and make an appointment to see the child's teacher as soon as possible.

Parents and carers will be informed of incidents and involved in discussions. The school will discuss with parents how they can work together to stop the bullying.