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| **Bawtry Mayflower Primary School Anti–bullying Policy** **(child-friendly)** |  |
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At Bawtry Mayflower Primary school we believe that all pupils have a right to learn in a safe environment without the fear of being bullied. We promote good behaviour. We make it clear that bullying will not be tolerated.

**Aims**

* The School Community (pupils, staff, parents, governors) should work in co-operation towards building and maintaining an anti-bullying ethos in the school.
* Pupils and adults should realise that bullying behaviour is not acceptable and will not be tolerated.
* Pupils and adults should feel willing to report bullying behaviour, confident that they will be listened to and action taken to solve the situation.

**The Curriculum-How we prevent and tackle bullying through our curriculum**

Bawtry Mayflower Primary Schools raise’s the awareness of anti-social nature of bullying through PSHE. It is also identified within other areas of the curriculum, assemblies, taking part in anti-bullying week, circle times, the school council and through pupil voice.

**What is Bullying?**

ANTI-BULLYING ALLIANCE - Definition of bullying

“Bullying is the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online.”

*https://anti-bullyingalliance.org.uk/*

The four main types of bullying can be identified as:

1. Physical bullying- hitting, kicking, taking, pushing or hiding belongings
2. Verbal bullying-name calling, insulting, swearing at, writing or sending unkind notes or messages, including cyber bullying.
3. Emotional-being intentionally unfriendly, excluding children, threatening others, tormenting looks and spreading rumours.
4. Cyber bullying-email and internet chat room misuse mobile phone threats by text, calls or social websites.

**Peer-on-peer bullying**

We recognise that children are capable of abusing their peers. Abuse will never be tolerated or passed off as “banter” or “part of growing up”. Most cases of pupils hurting, upsetting or spoiling learning for other pupils will be dealt with under our school’s behaviour policy, but the child protection and safeguarding policy will apply to any allegations that raise safeguarding concerns. See Safeguarding and child protection policy for more details relating to peer on peer bullying.

* Bullying behaviour deliberately causes hurt (either physically or emotionally).
* Bullying behaviour is repetitive though one off incidents such as the posting of an image, or the sending of a text that is then forwarded to a group, can quickly become repetitive and spiral into bullying behaviour).
* Bullying behaviour involves an imbalance of power (the person on the receiving end feels like they can’t defend themselves).

Bullying is not:

* Teasing and banter between friends without intention to cause hurt;
* Falling out between friends after a quarrel or disagreement;
* Behaviour that all parties have consented to and enjoy (We need to be aware of this as coercion can be very subtle).

**What you should do if you are being bullied**

**Do:**
a) Ask them to “STOP” say “No!” to bullies. Walk away.

b) Tell an adult you trust straight away. Remember that your silence is the bully’s greatest weapon.
c) Teachers will take you seriously and will deal with the bullies in a way which will end the bullying and will not make things worse for you.

d) Try not to show that you are upset. It is hard, but a bully thrives on
someone’s fear.
e) Tell yourself that you do not deserve to be bullied and that it is wrong.

**Do not:**

1. Do not do what they say.
2. Do not get angry.
3. Do not get upset and think it’s your fault, you do not deserve to be bullied.
4. Most importantly do not hide it!

**Who can you tell?**

* A friend
* Parent/carer
* Family Members
* Teachers
* Lunchtime staff
* Any other adult
* The anti-bullying team
* Someone you trust

**What you should do if you know someone is being bullied.**

a) Remember – don’t be an innocent bystander. Take action!

b) If you feel you cannot get involved, tell an adult immediately. Teachers and other adults in school will deal with the bully without getting you into trouble.

c) Do not be, or pretend to be, friends with a bully.

d) Look after and listen to them.

**Role Of Parents**

Parents have an important part to play in our anti-bullying policy. If you are being bullied, or know someone who is being bullied, tell your parents. They can work with school to deal with bullying.

Parents have an important part to play in our anti-bullying policy. We ask parents to:

* Look out for unusual behaviour in your children – for example, they may suddenly not wish to attend school, feel ill regularly, or not complete work to their usual standard.
* Always take an active role in your child’s education. Enquire how their day has gone, who they have spent their time with, etc.
* If you feel your child may be a victim of bullying behaviour, please inform school. Your complaint will be taken seriously and appropriate action will follow.
* If you feel your child has been bullied by another child, please do not approach that child or the child’s parent on the playground, please inform school immediately.
* It is important that you advise your child not to fight back. It can make matters worse!
* Tell your child that it is not their fault that they are being bullied.
* Reinforce the school’s policy concerning bullying and make sure your child is not afraid to ask for help

**Supporting pupils**

**Bullied pupils-**Staff who deal with pupils who have been bullied must always offer reassurance. Pupils who have been bullied will be given support.

* Staff will be vigilant in quickly identifying behaviour that could be considered as bullying so that it can be dealt with swiftly.
* Environmental changes will be made if necessary – classroom, playground to ensure that child feels more secure.
* Staff must communicate with other staff and record, where relevant, any incidents or concerns on CPOMS.
* The situation will continue to be monitored by all staff to ensure no repetition. Children will be observed at break times, lunchtimes and in the classroom, any follow-up findings will be recorded.
* Key friends identified by the child will be asked for extra support.
* The child will nominate an adult in school whom they trust and feel they can talk to.
* The trusted adult will make regular check-ins with them.
* The child will be made aware of the importance of immediate reporting of any further incidents.
* Parents will be invited into school so that action taken can be shared.
* The SENCO and the class teacher will work together to assess whether the child needs support in the development of social skills – assertiveness, language skills.

**Bullies-** It is recognised that support must also be given to the person committing the bullying. The child will be reminded that they are responsible for their behaviour and there are consequences for poor behaviour. Changing the attitude and behaviour of a bully will be part of the responsibility of the positive procedures used by school. However, the school recognises that sanctions will also have to be used against the bully.

**How we will deal with bullying**

We will:

a) Talk to the suspected victim and any witnesses. The victim will be listened to and the pupils reassured that they have done the right thing.

b) Talk to the bully

b) Identify the alleged bully and talk about what has happened. We will make it clear that bullying is not tolerated at Bawtry Mayflower.

c) If the bully owns up they will be thanked for being honest but they will still get into trouble.

d) Sometimes children who are bullying will be sent home or will be sent to another class.

e) In all instances the parents of the victim and the bully should be contacted and informed of the situation and the action to be taken.

f) Incidents of bullying are recorded.

g) If the suspected bully does not own up, the matter will be investigated further.

h) Teachers will keep an eye out to make sure it doesn’t happen again.

i) The effects of bullying and strategies for dealing with it will be discussed in lessons and circle times.

The Anti-Bullying Alliance (ABA) definition of what is and isn’t bullying was added to this policy in September 2011 following advice from the LA.

This policy has been altered by the PSHE Lead Practitioner and the anti-bullying team during 2018.

This policy was agreed by The Anti Bullying Team.

This policy was reviewed in November 2020 by the PHSE leader through class discussions with teachers in pupil voice sessions.

Review date: December 2021

Review date: January 2022

This policy should be read in conjunction with the school behaviour policy, safeguarding policy and the online safety policy.