



PONTELAND COMMUNITY MIDDLE SCHOOL

Anti-bullying policy

Aim:

Children learn best when they feel safe, happy, valued and respected. At PCMS we believe that every child has the right to feel safe and secure both in school and on their way to and from school. The safety of every child is a paramount.

Rationale:

Bullying may take a number of forms:

- Name calling
- Use of discriminatory language (racist, homophobic etc.)
- A physical attack
- Deliberate exclusion
- Damage to property or theft
- Internet, social media or mobile phone bullying

Bullying is a persistent 'attack' by one or more children on another, or the deliberate exclusion of one child by others. It is **not** an argument or disagreement between children or the breakup of a friendship, although this could be a cause of bullying later. Bullying will not be tolerated at PCMS.

Guidelines:

All teachers discuss friendship issues and bullying with children regularly in PSHE/CITIZENSHIP, lessons, mentoring and assemblies. We emphasise that incidents of bullying are taken very seriously and are unacceptable.

All children are given a number of strategies to deal with bullying such as:

- Tell yourself you do not deserve to be bullied and that it is wrong.
- Stay with a group of friends if you are feeling uncomfortable
- Remember it is good to be an individual.
- Be proud of yourself and remember that no one has the right to make you frightened or upset.
- Be assertive and say "Please stop. I don't like it!" or "No!" and walk away. Walk straight to an adult who will help you.
- Fighting back might make things worse.
- Save/copy any messages which make you feel uncomfortable or frightened and tell an adult.

- ❖ If a child feels they are being bullied they can speak to any adult and a member of the teaching staff will investigate.
- ❖ If a child feels that another child is being bullied they can speak to any adult and a member of the teaching staff will investigate.
- ❖ If a parent is concerned that their child may be a victim of bullying behaviour they should inform school, via the class teacher, who will investigate. It is not advisable for parents to approach the suspected bully themselves; or tell their child to fight back as this could make matters worse; or approach the parents of the “bully”.
- ❖ If a parent feels their child is involved in bullying behaviour please discuss the issues with them and inform the school.

Implementation:

We have a number of agreed strategies available to staff in response to bullying. Our emphasis will be one where each child is listened to carefully and fairly.

Staff will:

- Talk to the suspected victim and witnesses
- Talk to the child / children accused of bullying to hear their side of the story.
- If the person admits that they have bullied another child apologies will be made, appropriate sanctions will be agreed and the child's/ children's parents will be informed. It is made very clear to children that excuses such as, 'I was only playing' or 'It was a fun fight' are unacceptable.'
- Incidents of bullying will be logged and recorded in SIMS.
- If the suspected bully does not own up, further solution focused investigations will be made by a senior member of staff, witnesses sought and the situation will be discussed with parents and an agreed plan of action will be made.
- The situation will be monitored to ensure that it does not become an issue again, the victim will be asked to record any incidents and tell a teacher.
- As part of solution focused mediation, victims and bullies will be supported to reflect and change their behaviour.

Dissemination of the Anti-Bullying Policy

- ❖ All staff, parents, governors, visitors and pupils have access to the Anti-Bullying policy, by asking office staff. The Policy will be included in the Induction Pack and is available online.
- ❖ The policy is available to adults other than staff e.g. governors, parents, visitors, LA officer and OFSTED inspectors.