

Issue 3

Maple Tree Lower School



Policy
Committee
Review Date

Anti-bullying Policy
Development
November 2018

**MAPLE TREE LOWER SCHOOL
ANTI BULLYING
POLICY STATEMENT**

Statement Document History

Issue	Date	Comment
1	September 2007	For approval by the Development Committee
	September 2008	Review by staff
	September 2009	Review by staff
	September 2010	Review by staff
2	October 2011	For Governor approval
3	November 2014	Approved by Governors

Introduction

At Maple Tree Lower School we believe that all children have an absolute right to be educated in a safe and secure environment and to be protected from others who may wish to harm, degrade or abuse them. There is no justification for bullying behaviour and it should not be tolerated in any form. Bullying behaviour is a problem for the bully and the victim alike. The best outcomes follow when the school and parents work together to address concerns about bullying behaviour and victimisation.

The objectives of this policy are:

- To ensure that all persons involved with the care of the children at Maple Tree Lower School are aware of what constitutes bullying and the relevant signs
- To ensure that the procedures for dealing with bullying are known and followed
- To consider how bullying can be prevented

POLICY: To ensure that our Anti-Bullying Policy, in conjunction with our Promoting Positive Behaviour Policy, promotes a caring environment in which the self esteem of children can be nurtured and where bullying and other aggressive behaviour will not be tolerated. The aim of our policies is preventative rather than punitive.

Monitoring & Review

This policy statement and the implementation procedures for Governors are the responsibility of the Governing Body's Development committee and is authorised by the Governing Body. The committee will review the policy annually and will do so in discussion with teaching staff and governors. Once reviewed, the policy will be approved by the full governing body.

Anti-Bullying Policy

Rationale

At Maple Tree Lower School we believe that all children have an absolute right to be educated in a safe and secure environment and to be protected from others who may wish to harm, degrade or abuse them.

There is no justification for bullying behaviour and it should not be tolerated in any form.

Bullying behaviour is a problem for the bully and the victim alike.

The best outcomes follow when the school and parents work together to address concerns about bullying behaviour and victimisation.

Aims

We aim that our Anti-Bullying Policy, in conjunction with our Promoting Positive Behaviour Policy, promotes a caring environment in which the self esteem of children can be nurtured and where bullying and other aggressive behaviour will not be tolerated. The aim of our policies is preventative rather than punitive.

It is paramount to the beliefs of our school that all issues will be dealt with on an individual basis where the needs of every child are considered as part of the 'Every Child Matters' agenda and in compliance with the Equality Act.

Definition

Bullying may be defined as an attack or attacks resulting from a wilful desire to hurt, frighten, threaten or humiliate an individual or group of people. The attacks may be physical, social, psychological or verbal and may also include harassment on the grounds of race, gender, faith, size, sexuality or disability. Bullying may be distinguished from other unacceptable forms of aggression in that it involves dominance of one pupil by another or a group of others and is often pre-meditated. It usually forms a pattern of behaviour rather than an isolated incident.

Scope

The school is legally responsible only for incidents of bullying which occur on the school premises. However, it is concerned about the welfare and of its pupils outside school and will address issues that come to light as appropriate.

Prevention

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Maple Tree Lower School has a zero-tolerance approach to bullying. All members of staff have a responsibility for ensuring that any issues that may arise are dealt with appropriately. The children in school will be made aware of bullying, how to prevent it and who to get support from through the schools PSHE programme and assembly themes. Children will be made aware of the fact that all adults in school will listen and respond to their concerns.

Parental Involvement

We recognise the important part that parents and carers play in supporting their children and promoting change. Maple Tree Lower School welcomes the active involvement of parents (of both the victim and bully) in bringing the situation under control. Parents and carers will be kept informed of any concerns the school may have in relation to inappropriate behaviour.

Implementation

All members of staff are responsible for the rigorous application of this policy and ensuring that incidents are properly recorded

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached. We will listen to children and ensure that everything is followed through. All victims will feel supported and not ignored or undermined.
- A clear account of the incident will be recorded by the class teacher and a copy given to the head teacher (record sheet in appendix 1). These records are kept confidential by the headteacher.
- The class teacher will put in place informal monitoring procedures
- The class teacher will inform the parents of the children involved of the incident and actions taken
- If any further incidents occur, these will be reported to the head teacher
- The head teacher or deputy will interview all concerned and will record the incident
- The head teacher or deputy will meet with the parents of the children concerned to discuss the incident and to address the way forward
- The head teacher or deputy will monitor the situation for four weeks
- A record of any incidents will be monitored and retained for the duration of the child's time at our school
- Class teachers will be kept informed and in turn will inform the head teacher of any further incidents
- Parents will be kept informed
- Punitive measures will be used as appropriate and in consultation with all parties
- All staff will be made aware of pupils who have been persistently involved in bullying in order that they can be more vigilant
- Pupils who have been bullied will be supported by
 - Offering immediate opportunity to discuss the experience with a member of staff of their choice
 - Reassuring the pupil

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- Offering continuous support
- Restoring self-esteem and confidence
- Pupils who have bullied will be helped by:
 - Discussing what happened
 - Discovering why the pupil became involved
 - Establishing the wrong doing and the need to change
 - Informing parents or carers in order to help change the attitude of the pupil
- The following disciplinary steps can be taken
 - A warning to cease the bullying behaviour
 - Being kept in at play times
 - Exclusion from specific areas of the school premises
 - Minor fixed term exclusion
 - Major fixed term exclusion
 - Permanent exclusion

Monitoring Evaluation and Review

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Signed

Chair of the Development Subcommittee

As a Rights Respecting school, the following articles are seen to be relevant to this policy:

Article 19: Children have the right to be protected from being hurt and mistreated.

Maple Tree Lower School

Reported Bullying Incidents

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APPENDIX 1

Name of Child Victim / Bully

Date	
Information	
Action	
Signature	