

**Marshfield CE VC Primary School**  
'Learning Together, Inspiring Each Other, Achieving Our Best'

# Anti-bullying Policy

Ratified by Governing Body on:	Date: 24/03/2020
Due for review:	Date: March 2021

## What we want our school to be like

We want every person at our school to have a **smile** on their face and **feel safe** and **happy**. We should all **feel welcome, be kind** and **support each other**.

We want to recognise if bullying is happening and **work together to stop it** so our school can be the best it can be.

## What is bullying?

Bullying is when someone (or a group of people) hurt, upset, frighten or exclude you **repeatedly over time**.

**S**everal  
**T**imes  
**O**n  
**P**urpose

Bullying can be:

- *emotional* (hurting people's feelings, excluding them),
- *physical* ( hitting, kicking, pushing)
- *verbal* (teasing, name calling)
- *racist* (insulting language, gestures, name calling)
- *cyber* (using devices and computers to send unkind messages, spread rumours, exclude)
- *sexual* (insulting language, gestures, name calling, unwanted contact)
- *homophobic* (insulting language, gestures, name calling)

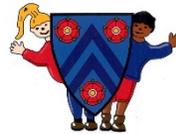
## Who can I tell?

If you feel hurt or upset or think you are being bullied you should talk to a trusted adult. This could be **Mrs Bolt**, your **teacher** and your **Mum or Dad**.

You could always talk to:

- Your mum or dad
- Teachers and teaching assistants
- Friends
- Buddy
- Family

**We are all here to help**



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## What should I do if I'm being bullied?

- **Tell someone you trust** (a teacher, a friend, your mum and dad)
- Tell the bully how they are making you feel
- Tell the bully to stop
- Walk away
- Find a friend
- Try to ignore it

## What will the school do to help?

In school we learn how to be **good friends**, how to **resolve problems** and how to **get along**. We have Jigsaw lessons, assemblies and visitors who help us understand what bullying is and its consequences. We celebrate **kindness** and our **school values** and are encouraged to use these every day.

If you tell the school you are being bullied they will:

- Make sure your class teacher and Mrs Bolt know what is happening
- Check you are safe and happy
- Talk to people involved
- Meet with the children and talk about the problem and how you are feeling
- Share ideas to resolve the problem and agree steps
- Check how things are going to make sure the bullying has stopped
- Record what has happened

## What should I do if I see someone being bullied?

**Don't walk by and ignore it**

- Tell a grown up as soon as you can
- If it's safe, tell the bully to stop
- Talk to the person being bullied and include them in your games

**This policy follows the Local Authority advice and Follows statutory guidance and best practice guidelines from the following:**

**Preventing and Tackling Bullying, DfE 2017**

**Keeping Children Safe in Education, DfE 2019**

**Anti-Bullying Alliance – updating or reviewing policy**

### **Review**

This policy was written in conjunction with the School Council of Marshfield CE VC Primary School. It will be reviewed annually.

### **Procedure**

The following steps will be taken when dealing with incidents of bullying:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached and will be reported to the class teacher;
- A clear account of the incident will be recorded and given to the head teacher;
- The headteacher will use their judgement in deciding the best approach, whether parents are to be informed and sanctions, according to the severity of the incident;
- The following 'No Blame' Approach will be used by the headteacher/teacher where appropriate :
  1. talk to the victim – when the teacher finds out that bullying has taken place he/she should talk to the victim, not necessarily about the incident, but about who was involved;
  2. convene a meeting with the pupils involved – including colluders and bystanders;
  3. explain the problem – tell them about the way the victim is feeling;
  4. share the responsibility – do not blame anyone but state that you know the group are responsible and ask what they can do about it;
  5. ask the group for ideas – ask each member of the group to suggest a way in which the victim can be helped to feel happier. Give positive responses to suggestions but do not extract promises of improved behaviour;
  6. leave it up to them – end the meeting by passing the responsibility to the group to solve the problem. Arrange another meeting within a reasonable timescale;
  7. keep relevant staff informed – relevant staff will be made aware and asked to monitor those pupils involved;
  8. subsequent meetings – discuss with each pupil, including the victim, how things are going. Monitor the bullying and keep the young people involved in the process;
  9. if the bullying continues, advice and guidance from outside agencies will be sought.
- Parents will be kept informed by either the class teacher or Headteacher as appropriate;
- Disciplinary measures will take account of any special educational needs or disabilities that the pupils may have and take into account the needs of vulnerable pupils;
- Accurate bullying logs are kept by the headteacher and reviewed by appointed governors.