

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

Anti-bullying Policy

Ratified by Governing Body on:	Date: 4 th July 2023
Due for review:	Date: June 2024

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**.

Several
Times
On
Purpose



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?

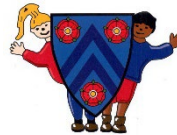
If you feel hurt or upset or think you are being bullied you should talk to a trusted adult. This could be **Mrs Bolt**, your **teacher** and your **Mum or Dad**.

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 2022

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.