



# **Moorings Way Infant School**

## **Anti Bullying Policy**

**Reviewed September 2020**

**To be reviewed: Sept 2022**

**Headteacher: Ruth Vonk**

**SEN Leader: Rachel Thripp**

This policy should be read in conjunction with the school's Anti-Bullying Guidelines, the Behaviour Policy and the Behaviour Guidelines

### **Our definition of bullying**

Deliberate repeated acts that cause distress to another individual / individuals, over a period of time, where it is difficult for person/persons being bullied to defend themselves. Bullying is not when two children of approximately the same age and strength have the occasional fight or quarrel or when friends have the occasional 'fall out'.

At Moorings Way Infant School we follow the Portsmouth Anti-Bullying guidance and recognise the following types and methods of bullying:

### **Types of bullying**

- Sexual touching, repeated exhibitionism, voyeurism, sexual positioning, verbal personal comment or deviant desires communicated
- Racist and faith based - name calling, derogatory assumptions or generalisations about race, culture, religious faiths and beliefs.
- Homophobic- based on actual or perceived sexual orientation, and can include name calling, exclusion and gestures, negative stereotyping based on sexual orientation, using 'gay' as a negative term, warning others about a person, graffiti etc.
- Appearance- based on weight, size, hair colour, unusual physical features
- Disability – name calling, exclusion. Talking over a person, mimicking, physical overpowering (e.g. moving a wheelchair), laughing at a difficulty
- Health – based on physical or mental conditions
- Income based – of living on a low income
- Transgender – based on perception of gender identity
- Caring responsibilities – name calling, negative assumptions / misunderstandings about young carers

### **Methods of bullying:**

- Physical aggression – hitting, kicking, tripping up, spitting, taking or damaging property, use of threat or force in any way, intimidation or demands for money or goods.
- Verbal – name calling, insulting, teasing, ‘jokes’, mocking, taunting, gossiping, secrets, threats. Reference to upsetting events e.g. bereavement, divorce, being in care
  - Non-verbal – staring, body language, gestures, posturing
- Indirect – excluding, ostracising, rumours and stories, emails, chat rooms, messaging phones, notes, rude gestures of faces
- Cyber – text messaging, burn pages (on facebook), internet chat rooms, the misuse of camera or video facilities, offensive questions.

### **Bystanders**

The school recognises the fact that bystanders can:

- be involved in resolving bullying
- have a role in perpetuating or escalating the situation
- be reluctant to intervene through fear of the consequences, loyalty to the bully, lack of awareness or interest in the potential harm that can result from bullying.

Our Behaviour Policy and Guidelines clearly outline the importance that equality and respect have in creating and maintaining an ethos of caring and good behaviour throughout the school. As such every adult in the school is expected to report incidents of bullying when they come across them.

### **Helping children to deal with bullying**

At Moorings Way we believe that by helping children to become confident and independent they will be able to discuss issues of bullying and report issues as they arise. In order for this to happen the school will:

- Encourage children to tell adults about bullying.

- Encourage open discussion about bullying during PHSE and in other curriculum areas
- Deal with reported incidents swiftly
- Have zero tolerance on name calling.
- Emphasize and promote the importance of respect and tolerance to all.
- Require staff to reinforce expectations of behaviour and deal with inappropriate behaviour according to school policies.
- Reinforce a general message that children do not have to be friends with everyone else, but they must be respectful of everyone else's feelings.
- Teach about bullying during issues raised in: PHSE, circle time, assemblies and other curriculum areas where appropriate. Dealing with reports of bullying: When an incident of bullying has been reported staff will:
  - Listen to the person who is reporting the bullying and gather the facts. (Establish that bullying has actually taken place – Record what has happened)
  - Respond to the concern by talking with the victim and establishing the best way forward to ensure that the bullying stops. • Contact parents if bullying is taking place and discuss concerns.
  - Report incidents of bullying to the Headteacher or Senior Manager in charge.
  - Agree on a plan of action to support both the victim and the bully to ensure that the situation is resolved for all parties. This might be simply checking the children over a short period of time or developing ELSA support and monitoring for longer periods. If sanctions are to be used, they should be coupled with support to help the bully change his or her behaviour and should be in line with sanctions outlined in the school's Behaviour Policy.

### **Working with Parents**

At Moorings Way Infant School, we understand the concerns of parents in wanting to ensure that their children are safe and happy and will take every report of bullying seriously. All reports will be investigated and parents will be kept informed of the outcomes. However, we do sometimes get reports of bullying that when investigated turn out to be issues between friends that have disagreed or children that do not understand that their behaviour has affected others. In such cases although the incidents have been reported as bullying the school would not record them as such.

## **Training**

Staff training will be delivered during staff meetings and Inset Days. Training for Governors will be completed through the Governor Training Scheme.

## **Persons responsible for overseeing the impact of the Anti-Bullying Policy**

The Governor appointed to oversee the Anti-bullying Policy will meet with Senior staff in order to evaluate its effectiveness and to look at the data collected by the school. The outcome of such meeting will inform new policy decisions.

The Headteacher and Behaviour Manager will keep records of incidents and meet regularly to discuss procedures and progress.

## **Other Agencies**

The school considers the support of other agencies to be extremely important in tackling bullying and regularly works alongside a range of agencies in order to improve the safety and well being of both pupils and staff.

September 2019

