

Mapledown School Anti-Bullying Policy

At Mapledown we are committed to creating a school where children and staff are happy; where there is an atmosphere that is caring, protective and supportive and where no one is humiliated, abused or intimidated. We are determined to create a climate where bullying in all its forms is readily recognised and swiftly dealt with. We are publishing these guidelines to staff, parents, carers and pupils so that we share an understanding of the nature of bullying and agree on how best to deal with any incidence.

Bullying is the use of aggression with the intention of hurting another person and which results in pain and distress to the victim. It takes many forms but can include some of the following:

Physical - any use or threat of physical violence. E.g. pushing, punching etc.

Verbal - name calling, sarcasm, rumour, teasing etc.

Emotional - excluding, deliberate unfriendliness, racial or gender taunting.

Sexual - unwanted comments or contact.

Bullying can be carried out by individuals or groups and bullies often try to include onlookers or 'non participants' into their activities. One aspect of bullying which is often overlooked is the role of those who are not directly involved in bullying but whose acceptance or compliance makes them complicit. The witness and 'acceptance' of bullying behaviour by 'non participants' makes those onlookers party to bullying. Conversely, if groups or individuals challenge bullying behaviour we all help to reduce the incidence of bullying and create the climate of tolerance and acceptance we desire. Bullies depend on the silence of their victims and we need therefore to ensure that every pupil and parent knows how to respond to any evidence of bullying. They should feel confident that all reports are treated quickly and effectively.

At Mapledown we undertake to:

- Operate a simple and effective reporting and recording procedure.
- Deal with all reports speedily, fairly and positively. Take account of any evidence and all views. Provide anonymity for the victim wherever possible.
- Offer support and advice to victims.
- Offer support and advice to bullies.

- Ensure that all parties are kept informed
- Operate a system of sanctions and punishments appropriate to the seriousness of the offence. This will be in line with the procedures laid down in our Behaviour Management Policy.

Procedures:

- After the first known incidence of bullying the victim and the bully should be counselled by their Class Teacher. A clear signal of support will be given to the victim and disapproval to the bully. The Class Teacher will inform both sets of parents/carers and record the incident on a 'Bullying Report Sheet' held in the 'Anti-Bullying File' in the Deputy Head's Office.
- If the bullying behaviour does not stop then the parents/carers of the bully will be asked to come into school to discuss the situation. A strategy will be developed with the consent of all parties to deal with the problem. Any strategies agreed will be shared with all staff.
- Every effort must be made to help the bully/bullies change their behaviour
- If incidents continue, the Behaviour and Discipline Coordinator will meet with classroom staff to discuss the situation.
- If no change has been effected then we will seek external support, such as the Educational Psychologist.
- As a last resort, exclusion procedures may begin

David Aarons Review date November 2017

Bullying Report Sheet

Please describe in clear factual language the context and nature of the incident

What action is proposed?

Sign and date report

Victim's family informed

Bullies parents informed