



MURRAY PARK SCHOOL

ANTI-BULLYING POLICY

Title of Policy	Anti-Bullying
Date of adoption	Spring 2019
Originator	Becky Somes
Date of review	Spring 2022
Additional information	Update May18 Data will be processed in line with requirements and protections set in the General Data Protection Regulation

Throughout this policy *parents* refers to *parents/carers*

Murray Park is a strong, positive and friendly school with close ties to the local community. We are strongly committed to equal opportunities and believe that every member of the school community has the right to realise their potential in a safe and happy environment. No member of our community should be made to feel unhappy or unsafe. Everyone has the right to expect support and action when their happiness and safety are threatened. Bullying is a behaviour that causes distress.

Aims of the Policy

1. To create school ethos which encourages pupils to disclose and discuss incidences of bullying behaviour.
2. To raise awareness of bullying as a form of unacceptable behaviour with school management teachers, students, parents.
3. To produce a definition of bullying
4. To develop procedures for noting and reporting incidents of bullying behaviour.
5. To develop procedures for investigating and dealing with bullying behaviour for all involved parties.

Definition of Bullying

Bullying occurs when a person is made unhappy by one or more other people. It can take several forms:

- verbal as in name calling, personal comments, racial or homophobic abuse
- social as in not being spoken to or being left out of activities
- material as when possessions are stolen or damaged or extortion takes place
- mental as when pressure to conform is applied
- physical as in physical assault

Bullying is not the same thing as a disagreement between two people. Bullying is:

- systematic and on-going rather than one off
- done by the more powerful to the less rather than between equals
- distressing and hurtful to the victim rather than good natured fun
- always one way rather than an exchange

Anti-Bullying Code

Bullying will not be tolerated at Murray Park School. It is not an acceptable part of growing up.

- Every student has the right to enjoy learning and leisure free from intimidation
- Students should support each other by reporting all instances of bullying.
- Bullying is too important not to report.
- Reports of bullying will be taken seriously and appropriate action will be taken.

Reporting Bullying

Students can report bullying to any member of staff or to trained Peer Mentors. In particular, students should report bullying to their Tutor. The incident should be recorded on Go4schools.

If the bullying persists, students should report it again. A pupil statement sheet will be completed to be kept as a record of the instance of bullying. Pupil statement sheets can be obtained from the Head of Year or from the Internal Exclusion Unit (IEU).

Students seeing others being bullied should report it using the same methods as a victim. When bullying is reported, appropriate action will follow either on the day or the next school day

HOY or preferred members of staff will be expected to deal with the issue appropriately and enter their intervention on Go4schools.

Unchecked bullying also damages the bully who learns that he/she can get away with violence, aggression and threats and that this sort of behaviour gets them what they want.

Responses of Staff

All staff should ensure that bullying or threatening behaviour is not tolerated in school.

All staff should respond to bullying in the first instance by:

- listening to the victim
- reassuring the victim
- continuing to offer help, advice and support to the victim

In responding to incidents of bullying all staff should take action when bullying is reported by:

- taking action as quickly as possible
- considering whether action should be public or private
- making it clear to the bully that such behaviour is not acceptable
- establishing whether or not the incident is part of a pattern
- encouraging the bully to see the victims point of view
- explaining why a punishment (if any) is given
- sharing information with other members of staff and in particular pastoral staff and link Senior Managers
- Pastoral staff informing parents if appropriate

At all stages staff must ensure that the school behaviour policy is followed. All stages should be recorded on Go4schools.

Discipline

The school behaviour policy must support these principles:

- within the school bullying will not be tolerated
- sanctions used take into account the severity of the bullying

- bullying behaviour is confronted clearly and pursued beyond the mere application of sanctions
- students who persist in bullying, despite counselling and support are excluded from the school or may be removed from mainstream classes
- police involvement – first instance Police Community Support Officer (PCSO)

Many forms of bullying may be criminal offences, such as assault, robbery, criminal damage, harassment and indecent assault. It may be necessary for school or parents to involve police in cases involving such actions.

Dealing with Bullying

1. What Students Can Do

When you are being bullied

- Try to stay calm
- Remind yourself that bullying is wrong. You do not deserve to be bullied
- Don't ignore it but keep safe
- Take firm and confident action – tell the bully to 'STOP'
- Don't pretend to be friends with the bully
- Let an adult know – somehow – as soon as possible. Remember it does not matter how you do this – just do it the best way for you
- You can help yourself by:
 - Staying with a group of friends or people
 - Avoiding areas where you feel unsafe
 - Practising being firm and confident in front of the mirror or with friends

When you see or know other people being bullied

- Remind yourself it is right to let an adult know and that adults expect you to do this
- Remember it is only the bullies and those who support them who say it is wrong to let an adult know
- Remember, by doing nothing you may be allowing the bully to continue
- Help and support the victim – but Keep Safe
- Let an adult know as soon as possible

When you see or know other people being

bullied

Telephone Help Lines:

Childline: 0800 1111

Anti-Bullying Campaign: 020 7378 1446

Kidscape: 0207 730 3300

2. What Parents Can Do

If you are worried that your son/daughter is being bullied, ask him/her directly about it.

Be aware of the **signs and symptoms** of bullying.

Pupils may:

- Be frightened of getting to or from school
- Change their usual route
- Not want to go on the school bus
- Be unwilling to go to school (or be school phobic)
- Feel ill in the mornings
- Being truanting
- Begin doing poorly in their school work
- Come home regularly with clothes or books damaged
- Come home starving (bully has taken dinner)
- Become withdrawn, start stammering, lack confidence
- Become distressed and anxious, stop eating
- Attempt or threaten suicide
- Cry themselves to sleep; have nightmares
- Have their possessions 'go missing'
- Ask for money or start stealing money (to pay the bully)
- Continually 'lose' their pocket money
- Refuse to say what's wrong (too frightened of the bully)
- Have unexplained bruises, scratches, cuts
- Begin to bully other children or siblings
- Become aggressive and unreasonable
- Give improbable excuses to explain any of the above

If your child is being bullied

- Stay calm – avoid over-reacting
- Take it seriously and make the time to find out the facts
- Talk calmly with your son/daughter. Let him/her know they are valued and important. Emphasise that you are going to support them
- Don't agree to keep it a secret
- Reinforce that it is right to let people know
- Talk with the school. You can contact the Form Tutor, Head of Year, Headteacher or any member of staff or the governors. Ask school what it intends to do
- Give your son/daughter a chance to talk about his/her feelings about being bullied
- Help your son/daughter practise strategies such as being confident, walking away and keeping safe
- Keep a written diary of all incidents
- Check that your child is not inviting the bully by some unacceptable or unpleasant behaviour or attitude
- Stay in touch with school; let them know if things improve as well as if problems continue
- Speak to the police school's officer

If your child is bullying

Students sometimes bully others for many reasons, including:

- They don't know it is wrong
- They are copying other people

- They have not thought through the reasons why bullying is not acceptable
- As a way of coping with a difficult situation
- As a means of getting their own way
- As a response to abusive situations
- If you learn that your son/daughter is bullying:
 - Try to stay calm
 - Talk calmly with your son/daughter. Let them know they are valued and important. Explain that what he/she is doing is unacceptable and makes other people unhappy
 - Ask if he/she has any ideas about why they bully and what they think might help him/her stop
 - Find out if there is something in particular which is troubling him or her and try to sort it out
 - Work out if there is something in particular which is troubling him or her and try to sort it out
 - Work out a way for him/her to make amends for the bullying
 - Set up some sort of reward for good behaviour
 - Set limits. Stop any show of aggression immediately and help him/her find other non-aggressive ways of reacting
 - If he/she bullies when faced with certain situations, help him/her work out and practise alternative ways of behaving
 - Explain that getting away from a situation where he/she can feel themselves losing their temper, or things getting out of hand, is not weakness. It is a sensible way of ensuring that the situation does not get worse
 - Praise him/her when they do things well. Create opportunities for him/her to shine
 - Talk with the school. Make sure the form tutor and Head of Year know. Explain that your son/daughter is making an effort to change his/her behaviour. Ask what ideas they have to help Murray Park staff are committed to helping.
 - Talk to the staff about setting realistic goals for your son/daughter – don't expect too much too soon – and about rewarding him or her when they achieve one of these set goals
 - Other students may deliberately provoke or bully, especially if they think the bully is trying to reform. Explain to your son/daughter that they may be taunted and provoked but that they think someone is trying to pick a fight

Parents can help by making it clear that violence is always unacceptable and by leading by example.

Monitoring and Review

This policy will be kept under continuous review. Our whole school monitoring and review procedures will set out how this takes place. We will survey views of students and parents throughout each year and seek to listen to the views of students about their safety. We will promote this policy with parents once per year by email and by giving it priority space on the school website.

This policy will be monitored by the Personal development, behaviour and Welfare governing body committee who will examine relevant data and students' views on the effectiveness of the policy.