



# ANTI-BULLYING POLICY



## **Rights Respecting School**

Millfields Community Primary School is proud to be a UNICEF Rights Respecting School. Our school was the first in Hackney to receive the award in 2009.

This Policy covers the following Rights in respect of UNICEF's The Convention On The Rights Of The Child:

- Article 12 (Respect for the views of the child): When adults are making decisions that affect children, children have the right to say what they think should happen and have their opinions taken into account.
- Article 15 (Freedom of association): Children have the right to meet together and to join groups and organisations, as long as it does not stop other people from enjoying their rights. In exercising their rights, children have the responsibility to respect the rights, freedoms and reputations of others.
- Article 16 (Right to privacy): Children have a right to privacy. The law should protect them from attacks against their way of life, their good name, their families and their homes
- Article 19 (Protection from all forms of violence): Children have the right to be protected from being hurt and mistreated, physically or mentally.
- Article 28: (Right to education): All children have the right to a primary education, which should be free. Behaviour in schools should respect children's dignity. For children to benefit from education, schools must be run in an orderly way. Any form of school discipline should take into account the child's human dignity.
- Article 29 (Goals of education): Children's education should develop each child's personality, talents and abilities to the fullest. It should encourage children to respect others, human rights and their own and other cultures. It should also help them learn to live peacefully, protect the environment and respect other people.
- Article 31 (Leisure, play and culture): Children have the right to relax and play, and to join in a wide range of cultural, artistic and other recreational activities.

### **AIMS:**

- For all pupils and staff at Millfields to have a common and shared understanding of what constitutes bullying.
- For all pupils and staff at Millfields to feel empowered to act when bullying behaviour is evident either by direct action or by knowing the appropriate person to report it to.
- To ensure that the methods for dealing with an incident(s) of bullying are known to all staff and children and are consistently applied.

### **DEFINITION:**

Bullying is behaviour that is intended to intimidate, threaten or control another person and results in physical or emotional damage to that person, as they may not have the skills or resources to counter this behaviour.

It is much more than just physical aggression and it may be exhibited as:

- physical damage
- threat of physical damage
- nasty name calling or teasing
- attempts to control another person's in their learning, friendships and socialising
- exclusion, deliberately leaving someone out of an activity
- extortion, demand for money or favours

Not all aggression can be defined as bullying, nor can all name-calling. It becomes bullying when it is **exercised through the use of power** rather than an **exchange between equals**. One of bullying's defining features is **its persistence** - it involves misery making **over a period of time** and is not usually applied to **one off** incidents of nastiness.

### **RESPONDING TO BULLYING:**

At Millfields we take bullying very seriously and our commitment is to act on all reports of bullying incidents. Our aim is to investigate the incident thoroughly with all the children who have been involved. During this period of investigation it is important to keep an open mind and ensure that the child who is being bullied or feels that they are being bullied feels safe while working to improve the situation.

**With serious/persistent bullying the procedure at Millfields is to inform the parent/carer by phone or letter and to ask them to come and discuss the incident with the Head teacher or other Senior Leader.** During the discussion the 'victim' has the opportunity to say exactly what happened. Other children may be called as witnesses. Similarly at a separate discussion the 'bully' is given the same opportunity.

We try to respond in a way which will be helpful to the pupils' learning of improved behaviour while ensuring that the victim of the bullying feels safe.

**The person dealing with the bullying must consider the background information of the bully and determine if there are deeper issues affecting the mental health and wellbeing of the child displaying the bullying behaviour.**

## **STRATEGIES FOR THE PREVENTION OF BULLYING:**

Our Positive Behaviour Management policy is very clear about the need for a positive approach to Behaviour Management. There are clear strategies for rewarding good behaviour.

In the classrooms, teachers celebrate good behaviour by sending a message to parents on Marvellous Me, sending a postcard home, or sending an SLT gold disc. In the celebration assemblies specific mention is made of children who have been kind, friendly and supportive to other children.

We will have an Anti-Bullying week each year in the Autumn term and assemblies and displays specifically focus on this topic. Children's views about bullying are sought on a termly basis.

## **REPORTING BULLYING**

### **Pupils:**

Pupils are encouraged to report any incident experienced or observed by them immediately to an adult.

### **Meal-time Supervisors:**

The children should feel that they are being listened to in the playground. Mealtime supervisors should write down in their incident book any minor incidents of bullying. For more serious incidents the children should be referred to the senior leader on duty so that they can deal with it.

The school community are encouraged to report any behaviour that they feel may be bullying behaviour or children that they feel may be at risk from bullying behaviour. We welcome and encourage follow up about the outcome of any reports/investigations.

### **Teachers:**

Encourage an atmosphere in class where the children can talk about difficulties and create opportunities for the children to report to you or another adult.

Deal with any minor incidents of bullying yourself by listening to both sides and take the necessary action. For serious bullying or repeated low level bullying please send the red disc.

### **Parents:**

If your child tells you that they are being bullied at school OR you feel that it may be happening, please report it directly to a member of staff who will deal with it

## **MONITORING AND EVALUATING THE POLICY:**

The children complete a termly questionnaire and the school analyses the results. The results of this are fed in to a report to governors and the wider school community. We aim to see a reduction in the number of incidents of bullying reported term on term. Review of policy built into School Development Plan.