



## **Anti-Bullying Policy**

### **Statement of Intent**

*Parkside Middle School believes that:*

- Bullying is undesirable and unacceptable.
- Bullying is a problem to which solutions can be found.
- Seeking help and openness are regarded as signs of strength not weakness.
- All members of our community will be listened to and taken seriously.
- Everyone has the right to enjoy and achieve in an atmosphere that is free from fear.
- All of us have a responsibility to ensure that we do not abuse or bully others.
- Children and young people should talk to an adult if they are worried about bullying and have a right to expect that their concerns will be listened to and treated seriously.
- Children and young people should be involved in decision making about matters that concern them.
- We all have a duty to work together to protect vulnerable individuals from bullying and other forms of abuse.

We believe in tackling bullying by encouraging an environment where individuality is celebrated and individuals can develop without fear.

### **Vision**

To promote emotional health and wellbeing in all settings for pupils and members of our community at Parkside Middle School, so that bullying behaviour is unlikely to prosper. For all pupils and members of our community to recognise that bullying as an unacceptable, anti-social behaviour, and actively work together to challenge it.

## Mission

*The aims of this Policy are:*

- Promote an ethos of emotional health and wellbeing.
- To raise awareness of the nature and impact of bullying.
- To promote a consistent coherent approach towards identifying, challenging and responding to bullying.
- To promote the emotional resilience of children and young people to deal more effectively with bullying.
- To encourage all settings to promote a culture of openness to enable the existence of bullying to be acknowledged.
- To promote the understanding that the management of bullying is the responsibility of us all.

## Definition of Terms

*What is Bullying?*

Through the consultation process, Parkside Middle Schools understanding of bullying is as follows:

**“A form of unacceptable, repeated behaviour happening over time by an individual or group, involving an imbalance of power and that intentionally hurts another individual or group either physically or emotionally.”**

Children and young people from Parkside Middle School define bullying as:

- Being hit, kicked, pinched, spat at or threatened
- Being called names
- Making a fool of someone
- Teasing or sending nasty notes
- Spreading rumours and malicious gossip about someone
- Deliberately destroying another person's property
- Repeatedly excluding a child or young person by not talking to them, or not letting them join in
- Malicious texting, emailing, on-line messaging etc.
- Hurtful remarks about people's sexual orientation

**BUT** it is not bullying when two children/young people of approximately the same age and strength have the occasional fight or quarrel or when someone is being 'nasty' through an ill-thought word or action.

Cyber bullying is bullying displayed through mobile/smart phones or the internet.

This could include:

- Hurtful, embarrassing or threatening material posted online (e.g. on social network websites)
- Nasty messages sent as texts, emails or via apps.
- Being excluded from online games.
- Creating fake profiles on a social network site to make fun of others.

## **Aims and Objectives**

### *The aims of our anti-bullying policy*

As a result of our consultation, our stakeholders prioritised the following aims:

- To assist in creating an ethos in which attending Parkside Middle School is a positive experience for all members of our community.
- To make it clear that all forms of bullying are unacceptable at Parkside Middle School.
- To enable everyone to feel safe while at Parkside Middle School and encourage students to report incidents of bullying.
- To deal with each incident of bullying as effectively as possible, taking into consideration the needs of all parties and of our community, and, as a result, to reduce the incidents of bullying.
- To support and protect victims of bullying and ensure they are listened to.
- To help and support children/young people displaying bullying behaviour to change their attitudes and understand why it needs to change.
- To liaise with parents and other appropriate members of the school community.
- To ensure all members of our community feel responsible for helping to reduce bullying.

### *The objectives of our anti-bullying policy*

As a result of the aims and via further consultation, Parkside Middle School has agreed the following objectives:

- Our whole community can evidence ownership of the school's anti-bullying policy.
- To maintain and develop effective listening systems for children, young people and staff within Parkside Middle School.
- To involve all staff in dealing with incidents of bullying effectively and promptly.
- To equip all staff and the skills and information necessary to deal with incidents of bullying.

- To involve the wider Stakeholders in dealing effectively with, and if necessary referring, bullying incidents.
- To communicate with parents and the wider Stakeholders effectively on the subject of bullying.
- To acknowledge the key role of every staff member in dealing with incidents of bullying.
- To ensure that all incidents of bullying are recorded and appropriate use is made of the information, where appropriate sharing it with relevant organisations.
- To promote emotional health and wellbeing across the whole school and for all members of our community to role-model this in all situations.

## **Practice and Procedures**

*What we do to prevent bullying.*

Everyone involved in the life of Parkside Middle School must take responsibility for promoting a common anti-bullying approach. Through the consultation process, all stakeholders have agreed to:

- Be supportive of each other.
- Provide positive role models.
- Convey a clear understanding that we disapprove of unacceptable behaviour.
- Be clear that we all follow the ground-rules of Parkside Middle School.
- Be fully involved in the development of the anti-bullying policy and support anti-bullying practice.
- Support each other in the implementation of this policy.

*All members of Parkside Middle School's community are expected to report incidents of bullying.*

**All Staff** have a vital role to play as they are at the forefront of behaviour management and supporting children's sense of well-being. They have the closest knowledge of the children in their care, and should build up a relationship involving mutual support, trust and respect.

Staff have agreed to:

- Provide children with a framework of behaviour including rules which support the whole of Parkside Middle School's policy.
- Emphasise and behave in a respectful and caring manner to children/young people and colleagues, to set a good tone and help create a positive atmosphere.
- Raise awareness of bullying through activities, stories, role-play, discussion, peer support, Parkside School Council, PSHE, assemblies, Year-based activities etc.
- Through the Head Teacher and Senior Staff Members, keeping the governing body well informed regarding issues concerning behaviour management.
- Promote anti-bullying through a community focused 'Social Awareness Day' where members of the community support the school in promoting an anti-bullying culture.
- Provide a key staff member who is responsible for the monitoring of the policy.
- Comply with a whole-school approach to anti-bullying, actively supporting and promoting Anti-bullying week annually.

Governors have a duty to:

- Be fully informed on matters concerning anti-bullying.
- Regularly monitor incident reports and actions taken to be aware of the effectiveness of this policy.
- Identify one Governor to lead on anti-bullying within school leadership.

**Through the development and implementation of this policy, Parkside Middle School trusts that all children, young people, parents/carers and staff will:**

- Feel confident that everything is being done to make Parkside Middle School a safe and secure environment.
- Know who can be contacted if they have any concerns about bullying.
- Feel supported in reporting incidents of bullying.
- Be reassured that action regarding bullying will take place.

### **Recording and reporting concerns**

All incidents will be recorded by the school on the electronic recording system. A senior member of staff will take responsibility for ensuring that the incident is properly recorded and that the record is updated as necessary throughout an investigation.

Parents of all students involved will be informed of what has happened, and how it has been dealt with. All discussions and actions relating to the incident/investigation will be documented and added to those involved.

Should a bullying concern be raised, the following reporting procedures apply:

1. In the first instance, the concern or issue should be reported to the form tutor.
2. If this does not resolve the matter, or further advice is needed, then the issue should be reported to the specific Year Leader overseeing the year group of the pupils involved.
3. Should further staff involvement be needed or issues escalate, then the issues will be referred to Behaviour and Pastoral managers, who will consult with both form tutors and Year Leaders.
4. As a last step and should issues not have been resolved satisfactorily, then SLT will become involved, once all other procedures and steps have been followed.

With regards to vulnerable children or children with specific learning needs, the same procedures apply. Children that fall under these categories have regular separate meetings involving a wider team around the child and contact with parents. Issues around bullying can be discussed and addressed in these meetings.

#### *Reacting to a specific incident*

- i) The school and community need to be made aware that when a bullying incident has come to the attention of adults in the school, it has been taken seriously and action has resulted.

School expects to support all involved by:

- Talking the incident through with all parties involved.
  - Supporting the person who has been bullied to express their feelings.
  - Supporting the person displaying the bullying behaviour to express their feelings.
  - Discussing which rule(s) have been broken.
  - Discussing strategies for making amends.
- ii) Measures will be in line with the school's behaviour and discipline policy, and may include:
    - Explanation why the inappropriate behaviour is unacceptable.
    - Reparation of damaged relationships.
    - Time away from an activity.
    - Meeting with staff, parents/carers and child.
    - Missing another activity.

- Formal letter home from the Head Teacher/Senior Staff members expressing concerns.
- Time out from the classroom.
- Pastoral support plan.
- Detention after school.
- Fixed term exclusion.
- Permanent exclusion.

iii) Safeguarding procedures will be followed when child protection concerns arise.

### **Review of Policy**

In line with all policies, this policy will be reviewed after 2 years. It may also be reviewed and amended, in consultation with all stakeholders, in the light of events or experience. The Stakeholders of this Policy are children and young people, staff, parents and carers, governors and people from other organisations involved with the life of the children educated at Parkside Middle School.

Data from the monitoring and recording of incidents will also inform policy review and will be seen by Welfare and Behaviour Mentors during their fortnightly meetings.

Dated: December 2018

Review Date: December 2020

Headteacher.....

Chair of Governors.....