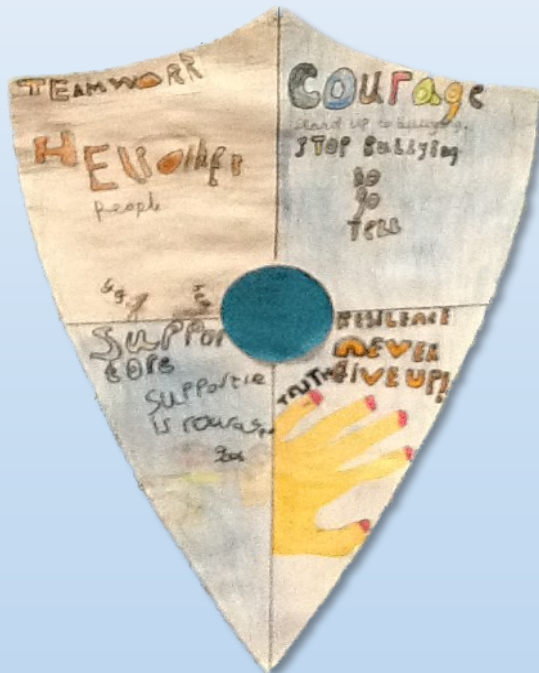
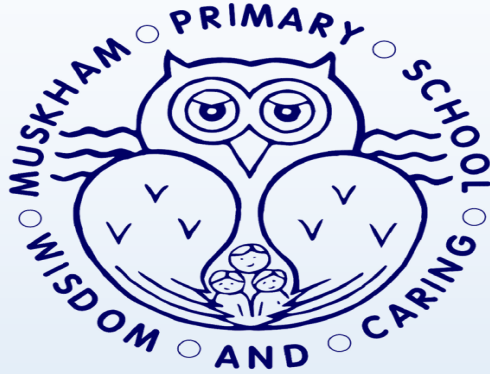


MUSKHAM PRIMARY

Anti-Bullying Policy

Spring 2025



Background

This policy is based on research, interviews and recommendations made by the children . It is designed as a child friendly policy which can be read and understood by the children when shared with their parents.

"Bullying is when someone is doing something to make someone feel sad or frightened; they do it repeatedly and on purpose."

Year 5

Our Vision

- All our children come to Muskham School feeling safe from bullying.
- All our children know that if bullying does occur it will be taken seriously
- All children know that we will support them in resolving their difficulties.



What is Bullying?

Bullying is the **repetitive, intentional hurting** of one person or group by another person or group, where the relationship involves an **imbalance of power**. It can happen face to face or online. The way we remember this is **STOP - Several Times On Purpose**

Bullying has these essential elements:

- It can be physical, verbal, emotional, sexual, online/cyber, prejudice related thus causing physical pain and emotional distress
- It can be between child and child; adult and child; child and adult; adult and adult
- It can be carried out in groups or individually.

"I think bullying is when someone is nasty to someone again and again; it keeps happening"

Year 3

There is no hierarchy of bullying, all forms of bullying are taken equally seriously.

"You should tell them to stop and walk away; if you deal with it yourself it might get worse"
Year 5

"If you are being bullied, you should tell an adult"
Year 2

What should you do if you are being bullied?

Wherever you are in school, you have the right to feel safe. Nobody has the right to make you feel unhappy. If someone is bullying you, it is important to remember that it is not your fault and there are people who can help you. We teach the children 'No Go Tell' to remember that they must say 'No' and Go and Tell.

What should you do if you are being bullied

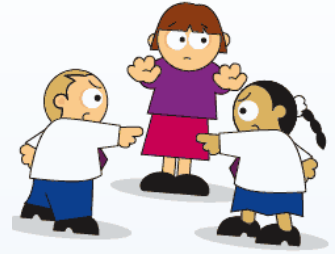
- Tell someone you can trust. This could be parents, carers, a teacher or another adult in school.
- Stay calm, ask the person to stop and don't react.
- Try not to let the bully know that he/she is making you feel upset.
- Be assertive – stand up to them, look at them directly in the eye, tell them to stop and mean it.
- Stay in a group, bullies usually pick on individuals.
- Get away as quickly as you can.
- If you are scared, ask a friend to go with you when you tell someone.
- If you don't feel you can talk to someone about it, write it down and post it in the 'Worry box' in your classroom.
- When you tell an adult about the bullying give them as many facts as you can (What? Who? Where? When? Why? How?)
- Keep a diary of what has happened and refer to it when you tell someone.



"The best thing to do is tell a trusted adult. Do not retaliate. A lot of bullies are insecure so they do things to make themselves feel more powerful."

Year 6

- Don't suffer in silence.
- Don't blame yourself for what is happening.
- If it is not in school then try to avoid being alone in places that it may happen.
- Call a helpline.



What should you do if you see someone being bullied?

This can be really hard. You may not want to get involved in case the bully turns on you but if you see something happening that you think is wrong then you should tell an adult. There are 'Worry boxes' in most classrooms if you do not want to talk to an adult directly but it is better if you can. These strategies will help:

"I would tell the bully to stop and leave the person alone. Then I would go and tell an adult"

Year 5

- Don't smile or laugh at the situation.
- Don't rush over and take the bully on yourself.
- Don't be made to join in.
- If safe to do so, encourage the bully to stop bullying.
- If you can, let the bully know you do not like his or her behaviour.
- Shout for help.
- Let the person (people) being bullied know that you are going to get help.
- Tell an adult you can trust.
- Try and befriend the person being bullied.
- Encourage the person to talk to someone and get help.
- Ask someone you trust about what to do.
- If you don't feel you can talk to someone about it, write it down and post it in the 'Worry box.' (Year 1 to Year 6)

What does Muskham School do to prevent bullying from happening?

Whole school initiatives and proactive teaching strategies are used throughout the school to develop a positive learning environment with the aim of reducing the opportunities for bullying to occur. These include:

- Producing a 'child speak' version of the policy for the children.
- Making national anti-bullying week a high profile event each year.
- Awareness raising through anti-bullying assemblies.
- RSHE scheme of work from Foundation to Year 6 used to support this policy.
- Circle time on bullying issues.

- Taking part in Safer Internet Day
- The use of a confidential 'Worry box' in Years 1 to 6, where children can post their concerns and ideas.
- Using praise and rewards to reinforce good behaviour.
- Encouraging the whole school community to model appropriate behaviour towards one another.
- Regular conversations with pupils considered vulnerable by teachers and /or SENDCO.



Muskham school guidelines for dealing with bullying if it occurs.

All staff will respond calmly and consistently to allegations and incidents of bullying at Muskham Primary School. They will be taken seriously by staff and dealt with impartially and promptly. All those involved will have the opportunity to be heard.

Staff will protect and support all children involved whilst allegations and incidents are investigated and resolved.

- Staff will make sure the victim(s) is and feels safe.
- Appropriate advice will be given to help the victim(s).

We ^{WILL} NOT **BULLY** others



- Staff will listen and speak to all children involved about the incident separately.
- The problem will be investigated and possible solutions suggested.
- Staff will attempt to adopt a problem solving approach which will move children on from them having to justify their behaviour.
- Bullying incidents will be discussed at staff meetings/briefings.
- Appropriate action will be taken quickly to end the bullying behaviour or threats of bullying.
- Staff will reinforce to the bully that their behaviour is unacceptable. The bully (bullies) will be asked to genuinely apologise.
- If possible, the pupils will be reconciled. An attempt will be made, and support given, to help the bully (bullies) understand and change his/her/their behavior.
- In cases of bullying, the incidents will be recorded by staff on the standard Incident Report Sheet. All reports will be kept in a file in the head teacher's office.
- In serious cases, parents will be informed and will be invited to come into school for a meeting to discuss the problem. After the incident has been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
- If bullying persists it could lead to exclusion.



"There is help everywhere you look ; there are lots of adults to talk to who will listen to us and we have our worry boxes too!"

Year 6

What can parents do to help their children?

- Understand and explain the difference between conflict and bullying.
- Share concerns with their child's teacher.
- Watch out for signs/changes in behaviour – not wanting to go to school, minor illnesses, headaches, avoiding friends, bruises, torn clothing and disappearing possessions.
- Listen to what their child says – and to ask about their involvement, to understand the problem and know what steps have already taken place.
- Know that hitting back is not the best way to deal with the situation.
- Know what is acceptable and that the school will not accept/tolerate bullying.
- Try to understand the position of other parents.
- Know that working together as a team is the best way to solve the problem.
- Try not to be too anxious or over-protective.

"Anti bullying week has taught us about bullying . It taught us about 'STOP' "

Year 2

" It has taught me that bullies might have reasons for becoming bullies and they might need help too"

Year 5

If your child is bullying another, the school will work collaboratively with you to help your child change their behaviour. Useful advice can be found on the following website:

<https://www.kidscape.org.uk/advice/advice-for-parents-and-carers/my-child-is-bullying-others/>

Roles and Responsibilities

All staff at our school are aware that children may bully other children, and that this can happen both inside and outside of school, and online. All staff understand the school's anti-bullying strategy and approach. They know the important role that they each have in preventing and tackling bullying.

The Headteacher, Mrs Crossland, has overall responsibility for anti-bullying at our school. She is responsible for appointing the Anti-Bullying Lead and liaising with the governing body, parents/carers, the local authority and outside agencies if appropriate.

The Anti-Bullying Lead, Mrs Tansley is responsible for:

- Policy development and review
- Implementing the policy and monitoring/assessing its effectiveness

Monitoring and evaluation of the policy

To ensure this policy is effective, it will be monitored and evaluated annually. The amended policy will be published on the school website.

Questionnaires are completed by parents/carers twice a year on how effectively bullying is dealt with in school and any issues are followed up.

Complaints

If a parent/carer is not satisfied with the school's response, we ask that they follow the Complaints Policy.

This policy should be read in conjunction with the following:

Behaviour Policy

Child-on-child Abuse Policy

Equality and Diversity Policy

Safeguarding Policy

RSHE Policy

SEND Policy

Complaints Policy