



# **PARKSIDE MIDDLE SCHOOL**

## **ANTI BULLYING POLICY**

**Dated: December 2022**

**Review date: December 2024**

**Headteacher.....**

**Chair of Governors.....**



## **PARKSIDE MIDDLE SCHOOL**

### **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 bullying as an unacceptable, anti-social behaviour, and actively work together to challenge it.

## Mission

The aims of this Policy are:

- To 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 School's 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, online messaging, creating fake accounts 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.

Not all situations in which children and young people are involved in conflict or relationship difficulties can be understood as bullying. 'Relational conflict' is one way of describing such non-bullying situations.

Bullying is the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power.

The imbalance of power can manifest itself in several ways:

- are in a smaller group than those experiencing it
- are part of a minority group, e.g. a minority gender, race, or faith group
- are a smaller stature or physical strength
- are younger
- have communication difficulties or a disability

Bullying can be:

- Verbal
- Physical
- Psychological
- Online
- Face to face
- In school
- Outside of school

Cyber bullying is bullying displayed through mobile/smart phones or the internet. Please refer to the Online Safety Policy for more information.

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.

Bullying may be **direct**: for example, name-calling, pushing, hitting and verbal abuse or it may be **indirect**: for example, coercion, spreading rumours, fake friendships and excluding.

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

An incident which doesn't have all of the elements of bullying, must still be addressed. For example:

- A relational conflict that goes unresolved can easily turn into bullying so will be monitored.

- A one-off verbal or physical attack, whilst not bullying, would still need involvement from adults in the form of sanctions and/or support.

Just because something doesn't constitute bullying, it does not mean that school involvement is not needed.

## **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 carers 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 with 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.

**Our school community** should all adhere to our school ethos and values. We should uphold the five Parkside Standards. These standards are non-negotiable.

- *We will always keep ourselves and each other safe.*
- *We will work as a team always showing politeness, kindness and respect.*
- *We will always try our best and take pride in everything we do.*
- *We will be organised and fully prepared for the school day.*
- *We will wear the correct uniform with pride.*

**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.
- Foster self-esteem, self-respect and respect for others.
- Raise awareness of bullying through activities, stories, role-play, discussion, peer support, Parkside School Council, PSHE, assemblies, Year-based activities etc.
- Discuss bullying with all classes, so that every pupil learns about the damage it causes to both the child who is bullied and to the bully.
- Discuss with all classes the importance of telling a teacher about bullying when it happens.
- Be alert to signs of distress and other possible indications of bullying.
- Through the Headteacher and Senior Leadership Team, 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.

Staff will monitor:

**Social Isolation:** Socially isolated children and young people may have fewer supportive peer relationships in the wider groups, and therefore may be more easily isolated if rejected by peers.

**Social Rejection:** Both language and communication and behavioural 'norms' adopted in the classroom may exclude children and young people, acting as a further barrier to their safety. For example, if discriminatory language goes unchallenged in school, it could lead to 'othering' of groups of pupils where they are seen as less accepted as other pupils.

Moreover, the staff will focus on positive behaviour management, promoted and supported by:

- A carefully planned curriculum - Classroom strategies are delivered through the curriculum and use time in class to support children to explore issues related to bullying. Alongside curriculum delivery, they include specific

activities which operate on the social fabric of the classroom, including interventions such as circle time and class Thrive targets.

- Effective classroom management
- Positive adult role modelling
- Supporting and effectively applying our Positive Behaviour, Attitudes and Relationship Policy
- Supporting playtime and lunchtime activities
- Offering personalised programmes to support identified pupils, often with the intervention of outside agencies

At Parkside Middle School we celebrate difference and diversity through the whole curriculum:

- Planning opportunities to identify, discuss and celebrate differences.
- Challenging stereotypes.
- Ensuring positive representations of all people.
- Annual Anti-bullying week in November using the Anti-bullying Alliance resources.

Furthermore, we emphasise the importance of Positive Relationships through:

- Peer Mentors
- Buddy System
- Wellbeing friendship groups
- Circle time
- RHSE curriculum explores the features of positive and abusive relationships

As part of our CPD programme, we aim to develop staff skill:

- ABA CPD for members of staff led by our Anti-Bullying Lead, Mrs S Persich
- Our DSL, Mrs Jenkin, provides annual staff training to ensure that all staff and governors understand the relationship between bullying and safeguarding. Under the Children Act 1989, a bullying incident should be addressed as a child protection concern when there is 'reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm'.

Staff will revisit anti-bullying learning throughout the year through:

- RHSE curriculum: Against Hate, Anti-bullying Alliance, NSPCC, Safe4Me, cyber bullying
- Computing Curriculum: Google internet safety units, Internet Safety Week
- Using ABA assembly and lesson resources during Anti-Bullying Week
- Discussing bullying and discrimination through History learning

**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.



## **The Responsibilities of Pupils**

We expect our pupils to:

- Refrain from becoming involved in any kind of bullying, even at the risk of incurring temporary unpopularity.
- Intervene to protect the pupil who is being bullied, unless it is unsafe to do so.
- Report to a member of staff any witnessed or suspected instances of bullying, to dispel any climate of secrecy and help to prevent further instances.

Anyone who becomes the target of bullies should:

- Not suffer in silence, but have the courage to speak out, to put an end to their own suffering and that of other potential targets.

## **The Responsibilities of Parents and Carers:**

We ask our parents/carers to support their children and the school by:

- Watching for signs of distress or unusual behaviour in their children, which might be evidence of bullying.
- Advising their children to report any bullying to a member of staff immediately and explain the implications of allowing the bullying to continue unchecked, for themselves and for other pupils.
- Advising their children not to retaliate violently to any forms of bullying.
- Being sympathetic and supportive towards their children, and reassuring them that appropriate action will be taken;
- Keep a written record of any reported instances of bullying
- Informing the school of any suspected bullying, even if their children are not involved;
- Co-operating with the school, if their children are accused of bullying, try to ascertain the truth. In addition, point out the implications of bullying, both for the children who are bullied and for the bullies themselves.

### Bullying of adults:

All members of our school community, including staff, have a right to feel safe in our school.

If a parent or child is verbally or physically abusive to any member of staff inform them that you will have to report this to the Headteacher.

Any adult who feels threatened in the workplace is deemed to be suffering from bullying. Incidents should be taken to the Headteacher who will resolve the situation as speedily as possible.

## **The Responsibility of Governors**

Governors have a duty to:

- Be fully informed on matters concerning anti-bullying, and be up to date with current government guidance and advice
- Understand the legal duties of the governing body and school
- 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.
- Include bullying as a standard item as part of safeguarding at governors' meetings
- Be a critical friend by providing challenge and support to the school
- Meet regularly with the anti-bullying lead in school
- Undertake pupil voice

## **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/Carers 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.

To support all parties involved in any bullying incident, the following procedures should be followed:

- The member of staff to whom it was reported or who first discovers the situation, will control the situation, reassure and support the pupils involved.
- They will inform the form tutor and Year Head as soon as possible – verbally, and then followed by a My Concern report.
- The staff member who is leading the investigation should inform the staff of any other pupils involved in the incident as soon as possible so that they may be involved in the interview process.
- The victim will be interviewed on their own and invited to write an account of events or dictate to an adult who will scribe their account. The alleged bully, together with all others who were involved, will be interviewed individually and asked to write an immediate account of events. These accounts will be scanned and attached to the My Concern record.
- The victim will be supported by the Staff Anti-Bullying Lead, separately from the alleged perpetrator. It will be made clear to them why revenge is inappropriate. They will be offered support to develop a strategy to help them.
- The alleged bully will be supported by the Staff Anti-Bullying Lead, separately from the victim, and it will be made clear why their behaviour was inappropriate and caused distress. They will be offered guidance on modifying their behaviour. If appropriate a disciplinary sanction will be given as set out in the school's Positive Behaviour, Attitudes and Relationship Policy; for example, withdrawal of privileges or internal suspension. In particularly serious and/or persistent cases, the bully should expect a suspension or permanent exclusion.
- The parents/carers of all parties should be informed and invited into school to discuss the matter. Their support should be sought. A record of this meeting will be recorded on My Concern.

- A way forward, including disciplinary sanctions and counselling, should be agreed. This should recognise that suitable support is needed both for children who are being bullied and for pupils who bully others.
- A monitoring and review strategy will be put in place and recorded on My Concern.
- In very serious cases, and only after the Headteacher and DSL has been involved, it may be necessary to make a report to the Police or to Social Services. In line with Keeping Children Safe in Education (KCSIE), a bullying incident will be addressed as a Safeguarding concern where a child is suffering, or is likely to suffer, significant harm.
- In line with KCSIE, all child-on-child abuse will be treated as a Safeguarding matter.

ii) Measures will be in line with the school's Positive Behaviour, Attitudes and Relationship policy, and may include:

- Explanation of 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 Headteacher/Senior Staff members expressing concerns.
- Time out from the classroom.
- Pastoral support plan.
- Detention after school.
- Suspension
- Permanent exclusion.

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

Resources:

- Anti-Bullying Children's Policy
- Cyber bullying Advice for Head teachers and School staff (see below)
- Advice for parents and carers on cyber bullying
- Preventing and Tackling Bullying (Gov July 2017)
- Anti Bullying Alliance (ABA)
- Kidscape
- Restorative Justice Council
- Changing Faces
- Show racism the red card
- Kick it out

Outside agencies who can offer support are:

- ChildLine: 0800 1111
- NSPCC: 0800 800 5000

- Samaritans: <https://www.samaritans.org>
- Supportline: [Bullying at school \(supportline.org.uk\)](https://www.supportline.org.uk)
- Worcestershire Chat Health offers is a service where 11-19 years olds can text 07507331750 to speak to their School Health Nurse for confidential advice and support around a variety of issues, including bullying, emotional health, relationship problems, alcohol and drugs.
- Starting Well: <https://www.startingwellworcesters.nhs.uk/bullying>
- Worcestershire County Council: <https://www.worcestershire.gov.uk/info/20560/bullying>

## **Review of Policy**

In line with all policies, this policy will be reviewed after two 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 2022

Review Date: December 2024