

ANTI-BULLYING POLICY

AIMS

Merchant Taylors' Junior Boys' School aims to provide a safe and caring environment in which each of its pupils feels secure; an environment where pupils can express themselves freely, form relationships and learn at their own pace.

We see it as the responsibility of the Governors, all staff, whether teaching or support, as well as parents to ensure that our school has an ethos which encourages pupils to achieve their maximum potential both academically and socially.

In addition, all staff will be aware of and take into consideration the different needs of pupils challenged by issues such as visual or auditory impairment, mobility, mental health, dyslexia.

DEFINITIONS

Any behaviour which is threatening or makes an individual feel unhappy, uncomfortable or intimidated in school is clearly not acceptable.

Such behaviour may be regarded as bullying. There are many definitions of bullying, but most have 3 things in common:

It is deliberately hurtful behaviour

It is repeated often over a period of time

It is difficult for those being bullied to defend themselves

It may be motivated by prejudice against a particular group for reasons of race, religion or ethnicity, disability, or if a pupil is adopted or just seen as 'different'

Bullying can be:

- Emotional & Psychological being unfriendly, excluding children, tormenting
- Physical pushing, kicking, hitting, punching or any use of violence
- Racial racial or cultural taunts, graffiti, gestures, insulting remarks on cultural grounds
- Sexual unwanted physical contact or sexually abusive comments
- Homophobic focussing on the grounds of sexuality
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Cyber All areas of internet, such as email & internet chat room misuse
Mobile threats by text messaging & calls
Misuse of associated technology, i.e. camera & video facilities
- Disability related Focussing on an individual's disability

The consequences of bullying may be very serious:

Victims of bullying may experience many immediate mental or physical health-related consequences and suffer from anxiety disorders and depression which can continue into adulthood. Pupils who bully others also experience many short term and long term consequences of their bullying behaviour and may also become depressed as a result of their actions.

Criminal laws:

The Public Order Act 1986 made it an offence to use towards another person threatening, abusive, or insulting words or behaviour, and it is a similar offence to distribute or display anything that is threatening, abusive, or insulting.

A further offence of intentionally causing harassment was introduced by the Criminal Justice and Public Order Act 1994.

FOR BOYS

If you feel bullied by another person:

- Tell the person that you do not like what he/she is doing
- Never allow the bullying to carry on – it is not your fault
- Try to remain calm and clear when talking to the bully
- Always tell your Form Tutor or another teacher as soon as you can
- Tell your parent or the person who looks after you what happened

If you see another person being bullied:

- Stop the bullying if you can or find an adult
- Do not allow bullying to continue
- If you see it happening out of school tell your Form Tutor or another teacher as soon as possible
- If it is happening on the school bus tell the Monitor, Mr Kay or your Class Teacher

GUIDELINES TO STAFF WHEN DEALING WITH BULLYING

1. Listen to the pupils

Encourage them to speak freely

Assure them that their allegations will be dealt with in confidence initially but that you may need to consult the appropriate member of staff, e.g. Head Teacher, Deputy Head Teacher, Class Teacher

Assure them that we will consult with them at all stages of the investigation and that it is not their fault that they are being bullied.

Assure them that appropriate action will be taken

Encourage them to involve their parents.

2. The appropriate member of staff should undertake a full investigation of the allegations to verify what has been going on.

3. The school will embark upon the following action, where appropriate.

- i. Interview the pupils involved and get written reports.
- ii. Complete yellow Staff/Parent Contact Form.
- iii. In many cases a conciliatory approach may be useful, in which the person dealing with the incident attempts to improve the situation by encouraging those involved in bullying to empathise with the victim.
- iv. The pupils should be seen on a regular basis to discuss how things are going, so that they can realise that the situation is still being monitored. Pastoral mentoring will be introduced as necessary.
- v. If the problem is more serious, it may be necessary to involve the parents – it is important to keep accurate records of how the school has responded.
- vi. It may be appropriate to break up the group dynamics of a group of pupils known to be bullying e.g. by keeping them in at lunchtime and break times if that is when they are a threat to others. This may also apply to a single pupil.

- vii. Sanctions such as lunchtime detention may be applied where appropriate. Exclusion as a response to severe and persistent bullying should only be used sparingly and as a last resort.

PREVENTION

This policy should be used in conjunction with the topic being covered in PSHE lessons, where advice and guidance is given to the boys on identifying and then responding to incidents of bullying.

Assemblies regularly inform boys what to do in the event that they feel bullied or witness bullying. Year 6 boys, monitors and prefects are taught that they MUST intervene if they witness bullying.

Staff and monitors should be vigilant for the signs of possible bullying:

- Items of clothing, School property etc. damaged or lost more often than one would consider normal.
- Frequent injuries to the boy, consistent with hitting, punching, kicking etc.
- .The boy becomes withdrawn and is reluctant to say why. Evidence of a boy being called names, being the subject of rumours or being excluded from group activities at break.
- Frequent visits to the School Nurse with symptoms such as stomach pains, headaches.
- Regular absenteeism, unaccustomed excuses.
- Falling off in work, effort and performance.
- Taken individually none of the above may be due to bullying but a combination of some of these signs could be a reason to suspect it.

Staff are on duty at all times when pupils are not in class and patrol the site, particularly the areas where bullying might occur. ***They are reminded regularly about the need for vigilance at staff meetings*** and receive awareness training at INSET.

The School's Behaviour Policy aims to promote good behaviour within the School community and sets out the Code of Conduct which pupils are obliged to honour. It also indicates a range of sanctions which may be imposed in the event of pupils' misbehaviour.

Bullying is covered in the PSHE scheme of work. Whole School assemblies are also used to raise awareness on the issue. Cyber-bullying is discussed as part of ICT. The whole school take part in activities during Anti-Bullying week during the Autumn Term. Year 5 and 6 have CEOPS sessions with Nigel Price from the Senior School.

There are opportunities for all pupils to discuss their bullying concerns with their teacher or a member of staff who they trust.