



## Moorland Primary School

### Anti- Bullying strategy

Moorland Primary School works to promote an ethos where students are both resilient and responsible. This strategy will draw upon these core values to illustrate how bullying can be prevented and resolved. The School recognises that students will learn best in a safe and calm community that is free from disruption and in which education is the primary focus. Staff, students and parents have a responsibility to report bullying as soon as possible. They also have a responsibility to implement the preventative strategies outlined below.

### What is Bullying?

'Bullying is the wilful, conscious desire to hurt, threaten or frighten someone else'

There are different types of bullying:

- **Social** (eg, being excluded, humiliating and spreading rumours)
- **Cyber** (doxxing, impersonating, trolling, insulting)
- **Verbal** (eg, threats, name calling, racism, homophobia)
- **Physical** (eg, damaging belongings, physical attack, blocking pathways, gestures, throwing things)

At Moorland we refer to the acronym STOP (**S**everal **T**imes **O**n **P**urpose) to define bullying behaviour.

Bullying invariably undermines self-confidence and can create a cycle of poor performance and can potentially lead to depression, stress, mental or physical ill-health, with consequent absence from school.

Some forms of bullying may break the law and may be reported to the police by the school:

- Violence or assault
- Theft
- Repeated harassment or intimidation, e.g. name calling, threats and abusive phone calls, emails or text messages, sexual harassment and peer on peer abuse
- Hate crimes – any incident which the victim, or anyone else, thinks is based on someone's prejudice towards them because of their race, religion or disability

### **Prevention**

*“A school's response to bullying should not start at the point at which a child has been bullied. The best schools develop a more sophisticated approach in which school staff proactively gather intelligence about issues between pupils which might provoke conflict and develop strategies to prevent bullying occurring in the first place.”*

*(Department for Education - Preventing and tackling bullying, July 2017)*

Preventing bullying behaviours can be possible through a range of proactive measures. At Moorland, we look for every opportunity to prevent bullying type behaviours from happening. Some of the actions the school takes to prevent bullying include:

- Bullying is addressed through the PSHE programme and is aligned with the standards of the PSHE Association
- Assembly reinforces British Values and the ethos of the school
- Anti-bullying week is dedicated to raising awareness of bullying and reminding staff and students of their responsibilities to report it
- Staff are vigilant in watching and listening for any bullying type behaviours, no matter how small, during break and lunch times
- Posters around the school emphasise the importance of diversity in the school community

The consequences of bullying will reflect the seriousness of the incident. All sanctions will be applied fairly, consistently and reasonably – after careful

consideration of possible contributing factors such as special educational needs, disabilities or other vulnerabilities of both the victim and perpetrator. The school will support the victim upon finding out about bullying, but will also seek to work with the perpetrator of the bullying in order prevent further incidents in the future.

### **Procedure for dealing with reported incidents of bullying**

*All staff, including teaching assistants and lunchtime supervisors should be vigilant in preventing bullying. All reported incidents are taken seriously and the school's behaviour policy is followed.*

-  *All cases of alleged bullying should be reported to a member of the Senior Leadership Team (SLT).*
-  *In any case of alleged bullying, a member of staff should first establish the facts, and build an accurate picture of events over time, through speaking to the alleged perpetrator(s), victim(s) and adult witnesses, as well as parents and pupil witnesses.*
-  *If the allegation of bullying is upheld, the senior leader should seek to use a restorative approach with the perpetrator(s) and victim(s) together. The perpetrator(s) should fully understand the consequences of their actions on the victim(s). Both parties should be clear that a repeat of these behaviours will not be acceptable.*
-  *All bullying incidents must be recorded on My Concern*
-  *Parents of both parties should be informed via a formal letter to outline the clear expectations and boundaries of anti-bullying at Moorland.*
-  *A "trusted adult" will meet regularly with the child(ren) to ensure they feel safe and the necessary support has been put into place.*
-  *Any further incidents should lead to intervention, further monitoring, support and other sanctions/consequences used, as deemed necessary.*

*Any necessary action should be taken until the bullying has stopped.*

Isolated incidents of discrimination and/or unkind behaviours will also be followed up promptly, with parental involvement, through our behaviour policy, to ensure children quickly recognise that these types of discriminatory views/behaviours are not right and are not tolerated at Moorland.

## **Support from external agencies**

Where necessary, support may be sought from external agencies including:

NSPCC Counselling Service

Healthy Schools

School Nurse

Education Welfare Service to support schools, pupils and families to address bullying

Police Schools' Liaison

Anti-Bullying Helpline - 01908 686468

Childline - 0800 1111 ([www.childline.org.uk](http://www.childline.org.uk))

Kidscape – 08451 205 204 ([www.kidscape.org.uk](http://www.kidscape.org.uk))

Anti Bullying Alliance – [www.anti-bullyingalliance.org](http://www.anti-bullyingalliance.org)

National Online Safety - <https://nationalonlinesafety.com>

E-Safety Coordinator – Nicky Tindle

PSHE/SMSC Coordinator – Rebekah Tompkins

Inclusion leader – Sally Carson