

November 2009

The Meadows Montessori Primary School Anti – Bullying Policy

This policy has been written with regard given to DfES guidance:
Safe to Learn.

Definition of Bullying

Deliberately hurtful (including aggression)
Repeated over a period of time
Difficult for victims to defend themselves against

Pupils are bullied for a variety of reasons – and for no reason. Specific types of bullying include: bullying related to race, religion or culture; bullying related to special educational needs (SEN) or disabilities; bullying related to appearance or health conditions; bullying related to sexual orientation; bullying of young carers or looked-after children or otherwise related to home circumstances; sexist or sexual bullying. Bullying can take place between pupils, between pupils and staff, or between staff; by individuals or groups; face-to-face, indirectly or using a range of cyberbullying methods.

The aim of this policy is to:

To prevent, de-escalate and/or stop any continuation of harmful behaviour.

- To react to bullying incidents in a reasonable, proportionate and consistent way.
- To safeguard the pupil who has experienced bullying and to trigger sources of support for the pupil.

To apply disciplinary sanctions to the pupil causing the bullying and ensure they learn from the experience, possibly through multiagency support.

Bullying will not be tolerated at The Meadows Montessori Primary School

Any suggestions that bullying is taking place will be investigated.

Staff Action:

- Listen to the victim, bully and any other pupils with information – record the facts.

- Meet with the Head Teacher to discuss the next steps. Other staff may also be involved, depending on their knowledge of the children.

Next steps

- Meet separately with the victim and the bully
- Reassure the victim that they are safe
- Explain that all relevant staff will be made aware of the situation and will be monitoring it.
- Meet with the parents of the victim / bully and explain all your actions. Arrange another meeting to review the situation.
- Check regularly on the victim
- You may feel it appropriate to speak with friends of the victim and encourage them to support and also to report if incidents reoccur.
- You may also find it appropriate to speak with the peer group of the victim and the bully (for example class group). This should be led sensitively and with care.

Parents Role:

- Listen to your child and try to remain calm. An emotional reaction can worry the child and make deter them from telling you their concerns in the future.
- Make an appointment to see your child's class teacher to share your concerns.
- Ensure that you give the teacher clear, concise factual information.
- Reassure your child that the school will deal with the bullying and encourage him/her not to fight back.

What children should do...

- Tell the teacher if he/she feels threatened or unsafe.
- Stay with a group of friends.
- Talk to their parents
- Tell the class teacher when anything else happens or when anything else happens or when the situation has improved.

This policy will be reviewed with staff each September.

Signed

Date