

Anti-Bullying Policy Summary for Parents

January 2019



This is a summary of the Anti-Bullying Policy which also includes advice to parents and timescales for action. These timescales may vary depending on individual circumstances but justification will be given for changes.

How and when to tell us about friendship issues, unwanted behaviour or suspected bullying

Please tell your child's teacher each and every time you have a concern about any of these issues. By letting their teacher know, action can be taken and work can begin to resolve issues.

1. Where possible, talk to your child's teacher at the beginning or end of the day. If this isn't possible then please contact the school office by emailing **office@mdw.learnat.uk** or phoning **01858 465479** to arrange a convenient time to speak to your child's teacher either in person or by phone.
2. If this doesn't resolve this issue you can contact the Senior Leadership Team (SLT) by calling or emailing the school office. They are:
 - Kerry Rodger, Executive Head
 - Liz Martin, Head of School
 - George Norman, Deputy Head
3. If this doesn't resolve the issue you can contact the Lead Governor for Anti-Bullying, Josie Harrison, by calling or emailing the school office.

What do we do about friendship issues?

We have a range of strategies to help children with friendship issues, including:

- Talking to the children together to resolve issues and understand feelings.
- Adapting PSHE lessons to address the issues.
- Providing pastoral support for one or both parties.
- Undertaking restorative practices.
- Magic Mending.
- Working on acceptance of different feelings.

Addressing issues through the strategies in the Unwanted Behaviour Policy.

A Summary of the Anti-Bullying Policy

Aims	To prevent or deal with bullying decisively and promptly.
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.'
What types of bullying are there?	Physical, verbal: emotional, psychological and indirect, online and cyber, sexual, homophobic or biphobic, transphobic, racial, religious or cultural, focussed on SEN and disabilities, focussed on appearance or health conditions or related to home circumstance.
Prevention of bullying	<p>What we do:</p> <ul style="list-style-type: none"> • A Positive Behaviour Management Policy and expectation of positive and acceptable behaviour throughout the school. • A Personal, Social and Health Education curriculum to teach children about good friendships and what to do if things go wrong. • Children learn about how to use the internet safely and what to do about cyber bullying. • Play Leaders are organising games every lunch time. • Unwanted behaviour is recorded and patterns in targets are tracked and identified by the SMT every 4 weeks. • The Anti-Bullying Policy will be reviewed every two years. • Governors are involved in every case identified. • Children are involved through the school council.
When is unwanted behaviour bullying?	<p>Children or parents who consider unwanted behaviour has occurred should tell an adult on duty, teacher or member of senior management – each and every time they consider it has occurred. Parents and carers can make contact personally, by e-mail or phone call.</p> <p>Children involved and witnesses will be interviewed and an Unwanted Behaviour form will be filled out and recorded centrally.</p> <p>Adults will work with the children concerned – giving consequences and personal behaviour plans as necessary. Support for all children involved will be given where needed.</p> <p>All unwanted behaviour is dealt with as per the policy, but unwanted behaviour is considered bullying after more than one incident where the behaviour has been deliberate and involves an imbalance of power with a target or group of targets.</p>
What do we do about bullying?	A member of the SLT will complete a Record of Allegation of Bullying form which will help all involved to devise a plan of action.

	<p>This is the case for incidents of cyber-bullying and bullying off the school site.</p> <p>This will help adults to focus on key matters such as who is involved, why it occurred, when incidents happened, what will be done to resolve the issue, how outcomes will be monitored, how parents will be kept informed and key events that need to happen for the plan to be considered successful.</p> <ul style="list-style-type: none"> • Parents will be informed within 24 hours if the Record of Allegation of Bullying form is filled in. • An Action Plan will be written within 7 days of bullying be identified which gives time for all parties to be involved. • All methods used will be recorded in writing and the situation will be monitored at least once a day. • If no significant improvement is seen within 2 weeks – the plan will be updated. • When 4 weeks have passed with no repeat of the bullying, the plan will be updated to say what will happen on an ongoing basis. • If the bullying re-occurs a new plan will be devised, with reference to the previous issues.
<p>What methods do we use to resolve issues of bullying?</p>	<ul style="list-style-type: none"> • Enabling all involved to talk about the situation – to ensure motives and feelings are understood • Restorative work – help the aggressor to understand/get to know the target/s • Managing time when the children are together – usually ensuring they always have supervision • Tailoring learning to help resolve misunderstandings etc. • Where appropriate, using strategies, including consequences, outlined in the Unwanted Behaviour Policy.
<p>How will parents and children be able to see the policy</p>	<p>The policy will be on the school's website, in classrooms, printed copies will be available at school events. A charter is on display in the school corridor. The policy will be updated every 2 years, in consultation with the whole school community.</p>