



Mont Nicolle School Counter-Bullying Policy

All children and young people have the right to go about their daily lives without the fear of being threatened, assaulted or harassed. No one should underestimate the impact that bullying can have on a person's life. It can cause high levels of distress, affecting young people's well-being, behaviour, academic and social development right through into adulthood.

At Mont Nicolle School, we are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere free. Bullying is an anti-social behaviour and affects everyone. All types of bullying are unacceptable at our school and will not be tolerated; we have a firm zero-tolerance approach. All pupils should feel able to tell and when bullying behaviour is brought to our attention, prompt and effective action will be taken.

This means that anyone who is aware of any type of bullying that is taking place is expected to tell a member of staff immediately.

What Is Bullying?

"Bullying behaviour abuses an imbalance of power to repeatedly and intentionally cause emotional or physical harm to another person or group of people. Isolated instances of hurtful behaviour, teasing or arguments between individuals would not be seen as bullying" (Torfaen definition 2008)

Bullying generally takes one of four forms:

- Indirect
- Physical
- Verbal
- Cyber

It may include being unfriendly, spreading rumours, excluding, tormenting (e.g. hiding bags or books) pushing, kicking, hitting, punching, slapping or any form of violence name-calling, teasing, threats, sarcasm. It may include homophobic, transphobic or biphobic bullying. It may also include all areas of internet misuse, such as nasty and/or threatening emails, misuse of blogs, gaming websites, internet chat rooms and instant messaging, mobile threats by text messaging & calls, misuse of associated technology , i.e. camera and video facilities.

At Mont Nicolle, we use the Equality Act (2010) to treat everyone equally and fairly.

Bullying based on age, disability, gender, gender identity, race or nationality, religion or belief, pregnancy, marriage or sexual orientation will not be tolerated.

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be bullied. Everybody has the right to be treated with respect. Pupils who are demonstrating bullying behaviours need to learn different ways of behaving. Schools have a responsibility to respond promptly and effectively to issues of bullying.

Objectives of this Policy

- All teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is
- All teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported
- Bullying will not be tolerated

Implementation

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached
- A clear and precise account of the incident will be recorded and given to the Key Stage manager in the first instance
- The class teacher or Key Stage manager will carry out an investigation and will record the incident on the school SIMS system. This allows us to track and monitor behaviour over time and identify trends and patterns.
- Parents will be kept informed

- Consequences will be used as appropriate and in consultation with all parties concerned

Pupils

Pupils who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with a member of staff of their choice or a peer anti-bullying rep
- Reassurance by the school of the zero-tolerance approach
- The offer of continuous support
- Restoring self-esteem and confidence, using a solution focused

approach Pupils who have been demonstrating bullying behaviours will be supported by:

- Establishing the wrong doing and the need to change, using a solution focused approach
- Informing parents or guardians to support the school in challenging the attitude and behaviours
- Opportunities and strategies to build relationships with peers eg. Circle of Support

The following disciplinary steps can be taken:

- Verbal warning
- Exclusion from certain areas of school premises
- Internal exclusion
- Suspension

Monitoring, evaluation and review

The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.

Prevention

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHE, assemblies (including a whole school annual focus in national Anti-Bullying Week) and subject areas, as appropriate, in an attempt to help children to identify and challenge such behaviour.

We will use some or all of the following to help raise awareness of and prevent bullying. As and when appropriate, these may include:

- Reinforcement of the school rules
- Signing a class behaviour contract
- Using cross-curricular opportunities in Art, Drama or Music to reinforce awareness
- Regular meeting agenda item for School Council
- Reading stories about bullying or having them read to a class or assembly
- Having regular discussions about bullying and why it matters

Signs and Symptoms

Many children and young people do not speak out when being bullied and may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and should investigate if a child:

- doesn't want to come to school
- changes their usual routine
- becomes withdrawn, anxious, or lacking in confidence
- starts stammering
- cries themselves to sleep at night or has nightmares
- uses excuses to miss school (headache, stomach ache etc)
- begins to suffer academically or socially
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money
- has unexplained cuts or bruises or shows signs of being in a fight
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- changes their eating habits (stops eating or over eats)
- goes to bed earlier than usual
- is unable to sleep
- wets the bed
- is frightened to say what's wrong
- gives unlikely excuses for any of the above

- is afraid to use the internet or mobile phone
- is nervous and jumpy when a text message or email is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should always be investigated.

Resources

[www.childline.org.uk/b](http://www.childline.org.uk/bullying)

[ullying www.love-](http://www.love-matters.co.uk)

[matters.co.uk](http://www.love-matters.co.uk)

[www.besomeonetotell.](http://www.besomeonetotell.or.uk)

[or.uk](http://www.besomeonetotell.or.uk)

[www.empoweringpare](http://www.empoweringparents.com)

[nts.com](http://www.empoweringparents.com)

www.kidscape.org.uk

Bullying in the workplace

Mont Nicolle School does not tolerate any degree of bullying within the staff team. The emotional well-being of staff is as important as that of the children. Any member of staff who feels that they are being bullied in any way should confide in their line manager, the Headteacher or a trusted colleague in the first instance so that the incident can be addressed following policy and procedure.

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