



MALDON COURT

PREPARATORY SCHOOL

10a

Anti-Bullying Policy

This Policy applies to all pupils at Maldon Court Preparatory School including those in the EYFS
This policy has due regard for the DfE guidance "Preventing and Tackling Bullying, July 2017 and
Cyberbullying: advice for headteachers and school staff (2014).

Reviewed September 2023
To be reviewed September 2024

School Aims

- Children develop a love of learning and come to appreciate the value of their talents and life experiences.
- Children flourish and become enthusiastic and independent learners reaching their full potential through a stimulating, broad curriculum and rich variety of experiences beyond the curriculum.
- Children embrace the traditional values of Kindness, Respect and Courtesy, becoming responsible, independent caring individuals.
- Children are confident happy individuals who are well prepared for their next step in education. This includes I1+, scholarships and entrance to schools with Specialist Status.
- Children develop the fundamental British Values of democracy, the rule of law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs: both in the local and wider community.

Aims and Objectives

The aims and objectives of the anti-bullying policy are to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. At the heart of everything we do are our pupils and their happiness will reflect their ability to achieve, make progress and develop self-confidence and self-belief. Bullying is anti-social behaviour and can affect anyone; it is unacceptable and will not be tolerated. It is a serious offence which can lead to psychological damage and even suicide. (although bullying is not a specific criminal offence, there are criminal laws which apply to some harassment, threatening behaviour or communications). Only if all issues of bullying are addressed will pupils feel safe and fully benefit from the opportunities available at this school. All bullying incidents are taken seriously and incidents logged. This will ensure that patterns can be spotted. A bullying incident will be treated as a Child Protection concern where there is reasonable cause to believe that a child is suffering or is likely to suffer significant harm.

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. A single incident of bullying maybe documented and will be dealt with immediately to stop a pattern of bullying developing against any child. Physical, Emotional and Cyber Bullying are very serious as they may cause psychological damage. Bullying intentionally hurts another pupil or group physically or emotionally and is often motivated by prejudice against particular groups, for example, on grounds of race, religion, culture, sex, gender, homophobia, SEND, adoption or being a carer. It may occur directly or through cyber technology (social websites, mobile phones, texts, photos and email).

Parents are able to access our behaviour policy on our website. Positive behaviour is always praised.

The main types of bullying are:

- Prejudice based bullying. Prejudice-based bullying is **any type of direct physical or verbal bullying, indirect bullying or cyberbullying based on relevant protected characteristics** (race or national/ethnic origin, culture, sex, gender, disability, religion or belief, sexual orientation, gender reassignment, child on child, age or pregnancy/maternity, SEND, being adopted or a carer)- which can take any bullying types detailed below.
- Physical: (hitting, kicking, theft)
- Verbal: (racial, religious, cultural, sexual/sexist, homophobic or disability remarks, threats or actions or because a child is adopted or a carer)
- Cyber bullying: (text messages, mobile phones, social websites, photographs and emails)
- Indirect: (spreading rumours, excluding someone from social groups)

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Pupils must be encouraged to report any incident of bullying in this school.

Staff have regular training and are alert to signs of bullying. They will act promptly and firmly against it taking action to reduce the risk of bullying in accordance with school policy. Our sanctions will reflect the seriousness of the incident as per behaviour policy.

Prevention/ Intervention

At Maldon Court Preparatory School, we recognise the importance of the prevention and intervention techniques of anti-bullying. These techniques will be embedded in the school timetable through PSHE lessons, drama, stories, school assemblies and school council. The children also engage in Anti-Bullying school workshops and Crucial Crew in conjunction with outside agencies including Essex Police, Maldon District Council and local Secondary Schools. Playground buddies and Play Leaders are also appointed and pupils can approach them if they feel insecure or intimidated at break times. Buddies and Leaders must inform teachers of any reported incident of intimidation or bullying.

Through training with outside agencies, staff are kept up to date with strategies to prevent and detect bullying, they know their legal responsibilities, what action is needed to resolve and prevent problems and what sources of support are available. Where needed, we will invest in specialist skills to understand the needs of our pupils, including those with SEND and LGBTQ+ pupils. We operate an open door policy whereby we involve both parents and children to ensure that they know how to deal with bullying if it occurs and how we can work together to prevent bullying, including when they find themselves as bystanders.

Implementation – Nursery/Pre-Reception

If a child bullies another child or children:

- We intervene to stop the child harming the other child/children.
- We explain to the child doing the bullying why his/her behaviour is inappropriate.
- We give reassurance to the child or children who have been bullied.
- We help the child who has done the bullying to say sorry for his/her actions.

- We make sure the children who bully receive praise when they display acceptable behaviour.
- We do not label children who bully.
- When children bully, we discuss what has happened with their parents and work out with them a plan for handling the child's behaviour.
- We record in our PSE folders

Implementation – School

The following steps will 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 account of the incident will be recorded and given to the Headteacher. A member of SLT will interview all concerned and will record the incident on a blue form and on scholarpack. It will be logged on our central file.
- Headteacher/Deputy and Class teachers will be kept informed.
- Parents will be kept informed and incidents logged.

How to record a bullying incident

All incidents of bullying should be recorded on a blue sheet by the member of staff to whom the incident has been reported. The relevant forms are kept in the Headteachers Office. These forms should then be highlighted to SLT who will record the incident to enable patterns to be identified both inside and outside of school. Incidents will detail whether it is bullying of a protected characteristic and detailed accordingly.

Implementation – Pupils

Any pupil who feels that they are being bullied in any way, should in the first instance, report the matter to their class teacher or midday supervisor if the incident happens at lunchtime.

Pupils who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with their class teacher or SLT.
- Reassuring the pupil.
- Offering continuous support through Pastoral Support.
- Restoring self-esteem and confidence.
- Any abuse by one or more pupils against another pupil when there is significant cause to suspect that a child is suffering, or likely to suffer, significant harm will be referred to the local authority as a child protection concern.

Pupils who have bullied will be helped by:

- Discussing what happened.
- Discovering why the pupil became involved.

- Establishing the wrongdoing and need to change.
- Establishing whether the child engaged in bullying may need support.

Pupils who have witnessed a bullying incident will be helped by:

- The knowledge that there is an adult ready to listen.
- The knowledge that appropriate action will be taken
- Pastoral Support will offer support and advice including for when the children find themselves as bystanders.

The following disciplinary steps can be taken:

- Official warnings to cease offending.
- Exclusion from certain areas of school premises.
- Minor fixed term exclusion.
- Major fixed term exclusion.
- Permanent exclusion.

If a child finds it difficult to talk to anyone at school or at home, we will recommend the Childline number. 0800 1111. Pupils will be told that this is a confidential helpline. Pupils who are hard of hearing will be given the text/phone number 0800 400 222 They can also write to Freepost 1111 London N1 0BR the phone call or letter is free.

If a parent needs further support, they can contact the Parentline Plus helpline on 0808 8002222. There are also two websites – Childnet international and Beatbullying.

Reviewed by E Mason and H Bonner September 2023