

The aim of this anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied.

The Merton Primary School promotes very good positive relationships and experiences relatively low levels of bullying incidences. However, if bullying is reported it is investigated and dealt with as effectively as possible. Bullying is not tolerated and can result in exclusion from school. Bullying hurts. No one deserves to be bullied and we believe that all children have the right to come to school without fear of being bullied. Everybody has the right to be treated with respect and pupils who are bullying need to learn different ways of behaving. We have a responsibility to respond quickly and effectively to issues of bullying.

Objectives of this Policy:

- All governors, teaching and non-teaching staff should know what the school policy is on bullying and follow it when bullying is reported
- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is
- All pupils and parents should know what the school policy is on bullying and what they should do if bullying arises.

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, especially where it is difficult for those being bullied to defend themselves.

For the children this is defined as:

**S T O P
Several Times On Purpose**

Bullying can be:

- Verbal – name calling, imitating, teasing insulting, spreading rumours, swearing, making threats
- Physical – any unwanted or inappropriate touching, physical intimidation, hitting, pushing and shoving, kicking, pinching, poking, damaging or taking of belongings, threats of violence.
- Emotional/indirect – spreading of rumours, deliberate exclusion from groups, tormenting, ridiculing, isolating, refusing to work with another pupil, revealing personal information, threatening, inciting others to treat an individual in a manner that could be considered bullying.
- Cyber – online threats and intimidation, harassment/cyber-stalking, defamation, exclusion or peer rejection, impersonation and unauthorised publication of private information or images. It can include messages intended as jokes, but which have a harmful or upsetting effect.

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Forms of bullying could be considered as:

Instigators may use different pretexts as the basis of their bullying, including the nine protected characteristics (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation – See Appendix 1 Equality Act Poster), but particularly

Racial, religious, cultural bullying - is where the motivation for bullying is based on the targets skin colour, culture, nationality or faith.

SEN and disability bullying - where an individual or group are targeted because of a special educational need or disability which includes learning difficulties, sensory impairments and mental health conditions.

Appearance or health conditions – where an individual or group are targeted because of their physical appearance or a health condition for example a disfigurement, a traumatic injury, severe skin condition.

Home circumstance – where the motivation for bullying is based on the persons living arrangements for example: young carers, children in care or geographic locality i.e. where they live.

Homophobic and Biphobic bullying – relates to a person’s sexual orientation. It is based on prejudice or negative attitudes, beliefs or views about lesbian, gay or bi people. Individuals or groups can be targeted because of their actual or perceived sexuality. People who have lesbian, gay or bi family members can also be targeted as can students who do not conform to gender stereotypes.

Transphobic bullying – relates to gender identity. It is based on prejudice or negative attitudes, views or beliefs about trans people. Transphobic bullying affects people who are trans but can also affect those questioning their gender identity as well as people who are not trans but do not conform to gender stereotypes.

Sexual bullying – can relate to the target’s gender or body, this can have a sexual and/or sexist element.

Pupils who are being bullied **and** those observing are encouraged to report bullying. As a school we aim to be proactive in encouraging a ‘will tell’ climate. We refer to this in school as:

S T O P
Start Telling Other People

All staff are alert to the signs of bullying and act promptly and firmly against it in accordance with school policy.

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What School will do if you are being Bullied: We are here to help and we will do everything we can to make you feel safe. We will also help people who carry out bullying behaviour to understand that what they are doing is wrong and hurtful. To achieve this, we will: - Record all incidents in our behaviour logs (Arbor) or on CPOMs so that a record of events overtime is held and behaviour can be monitored - Talk to people carrying out bullying behaviour immediately and ensure apologies are given. We will put in place consequences in line with our behaviour policy. Consequences include:

- Children spending time at break/lunchtime with a member of staff reflecting on their behaviour and the impact it has on others
- Future playtimes may be missed
- Parents will be advised and asked to come into school to discuss concerns
- Children who demonstrate bullying behaviour will be supported in understanding the consequences of their actions and how to make the right choices/change their behaviour
- Additional sanctions as considered suitable may also be given depending upon the age range of the child
- Children may be sent to straight to the Headteacher for severe inappropriate behaviours, in line with our behaviour policy and the following sanctions could be put into action: Official warnings from senior staff, loss of playtimes, restriction in play area, in rare cases a minor fixed term exclusion, major fixed term exclusion or permanent exclusion may be considered

Steps for Parents to Follow If a parent/carer has concerns about their child(ren) being bullied they should contact the class teacher in the first instance to discuss their concerns. The class teacher will keep parents/carers informed of how the issue is being dealt with and give updates on the well-being of the child. All concerns will be logged on the school's behaviour incident log (Arbor) or in some cases our CPOMs recording system.

What School will do to Prevent Bullying – Explicit teaching in PSHE lessons designed to support children in their understanding of bullying. We also keep the profile of 'anti-bullying' high through reading of stories and performing drama/role-play activities across the curriculum. In whole class reading sessions, Anti-bullying and Internet safety weeks and Assemblies. Ensuring the curriculum includes having discussions about anti-bullying and why it matters. - Ensuring time is given to listen to children who have concerns and those who need support. It is our philosophy that promoting high self – esteem, good open communication, a broad and balanced curriculum and a positive ethos will keep our level of bullying behaviour minimal. It is however always our aim to reduce incidents to nil. Lunch and break times support children well by providing extra-curricular clubs such as art club, lunch club and sports activities that are supported by our playground guardians to ensure children always have a safe and happy place to play.

Pupils who have been bullied will be supported by:

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Offering an immediate opportunity to talk through the experience with an appropriate member of staff.

The purpose of the discussion will be:

- to reassure the pupil
- offer continuing support
- help restore self – esteem and confidence
- tell the pupil what has been done about the incident

Pupils who have bullied will be helped by:

Talking through the experience with an appropriate member of staff. The focus will be :

- discussing what happened
- discovering why the pupil became involved
- establishing the wrong doing and the need to change
- informing parents or guardians to elicit their support.

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.



THE EQUALITY ACT

The Equality Act 2010 makes sure that people with particular characteristics are protected from discrimination¹. It is your right² that you should not be treated differently based on:

- 1 Age³
- 2 Disability
- 3 Gender reassignment
- 4 Marriage and civil partnerships
- 5 Pregnancy or maternity
- 6 Race
- 7 Religion or belief
- 8 Sex
- 9 Sexual orientation

¹ Discrimination means unfair treatment of somebody based on a particular characteristic
² Your rights are things you are born with that belong to you that nobody can take away
³ While you are attending school there is no protection against age discrimination (unless you are in a 6th form, FE college or University) or marriage or civil partnerships discrimination



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