English Nursery and Primary Schools

Moscow



Anti-bullying Policy

January 2021

Review date November 2022

**AIMS**

This policy outlines what English Nursery School will do to prevent and tackle bullying. The policy has been drawn up through the involvement of the whole school community and we are committed to developing an anti-bullying culture whereby no bullying, including between adults or adults and students will be tolerated.

**DEFINITION OF BULLYING**

Bullying is “Behaviour by an individual or a group, repeated over time that intentionally hurts another individual either physically or emotionally”. (DfE (UK) “Preventing and Tackling Bullying”, October 2014)

**FORMS OF BULLYING**

Bullying can happen to anyone. This policy covers all types of bullying including:

• Bullying related to race, religion or culture.

• Bullying related to appearance or physical/mental health conditions.

• Bullying of young carers, children in care or otherwise related to home circumstances.

• Bullying via technology – “cyberbullying”

**PREVENTING, IDENTIFYING AND RESPONDING TO BULLYING**

English Nursery and Primary School:

• Discusses, monitors and reviews our anti-bullying policy and practice on a regular basis.

• Supports all staff to promote positive relationships to prevent bullying and will intervene by identifying and tackling bullying behaviour appropriately and promptly.

• Ensures that everyone is aware that all bullying concerns will be dealt with sensitively and effectively; that pupils feel safe; and that pupils adhere to the associated behaviour policy.

• Reports back to parents/carers regarding their concerns on bullying and deals promptly with complaints.

English Nursery and Primary School will:

• Create and support an inclusive environment which promotes a culture of mutual respect, consideration and care for others which will be upheld by all.

• Work with all staff to identify all forms of bullying.

• Use opportunities to develop pupils’ social and emotional skills, including their resilience.

• Provide a range of approaches for pupils, staff and parents/carers to access support and report concerns.

• Challenge practice which does not uphold the values of tolerance, non-discrimination and respect towards others.

• Consider all opportunities for addressing bullying in all forms, throughout the curriculum, supported by a range of approaches such as through displays, assemblies and peer support.

• Regularly update and evaluate our approaches to take into account the developments of technology and provide up-to-date advice and education to all members of the community regarding positive online behaviour. (See E-safety Policy)

• Train all staff, including non-teaching staff, to identify all forms of bullying, and to follow the school’s policies and procedures.

• Proactively gather and record concerns and intelligence about bullying incidents and issues so as to effectively develop strategies to prevent bullying from occurring.

• Use a variety of techniques to resolve the issues between those who bully and those who have been bullied.

• Work with the wider school community to prevent and tackle concerns.

• Celebrate success and achievements to promote and build a positive school ethos.

**INVOLVEMENT OF PUPILS**

We will:

• Regularly canvas children’s views on the extent and nature of bullying.

• Ensure that all pupils know how to express worries and anxieties about bullying.

• Involve pupils in anti-bullying campaigns in schools and make children aware of embedded messages in the wider school curriculum.

• Offer support to pupils who have been bullied and to those who are bullying in order to address the problems they have.

**LIAISON WITH PARENTS AND CARERS**

Parents/ carers are encouraged to work with the school to uphold the anti-bullying policy.

The school will:

• Ensure that all parents/carers know who to contact if they are worried about bullying.

• Support parents/carers in dealing with bullying issues.

• Encourage parents to work with the school to role-model positive behaviour for pupils, both on and offline.

**DEALING WITH INCIDENTS**

 The following steps will be taken when dealing with incidents:

• If bullying is suspected or reported, action will be taken 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 Deputy Director.

• The Deputy Director will interview all concerned and will record the incident and any actions taken.

• Teachers will be kept informed

• Parents/carers will be informed as necessary.

• Sanctions will be used as appropriate.

**SUPPORTING PUPILS**

Pupils who have been bullied will be supported by:

 • Offering an immediate opportunity to discuss the experience with the school psychologist

• Reassuring the pupil and providing continuous support

 Pupils who have bullied will be helped by:

* Discussing what happened and establishing the concern and the need to change.
* Teaching strategies to support changes in attitudes and behaviour.
* Informing parents/carers to help change the attitude and behaviour of the child, wherever appropriate.
* Sanctioning in line with school behaviour policy. (See Behaviour Policy)

**SUPPORTING ADULTS**

Adults (staff and parents) who have been bullied or affected will be supported by:

• Offering an immediate opportunity to discuss the concern with a senior leader or psychologist.

• Being advised to keep a record of the bullying as evidence and discuss how to respond to concerns and build resilience as appropriate.

 • Where the bullying takes place outside of the school site then the school will ensure that the concern is investigated and that appropriate action is taken.

• Reassuring and offering appropriate support

Adults (staff and parents) who have bullied will be helped by:

• Discussing what happened with a senior member of staff and establishing the concern

• If online, requesting content be immediately removed.

• If necessary, instigating disciplinary action

**This policy will be reviewed and updated no later than November 2023.**