

What is Bullying?

At Madresfield we believe that bullying is deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. The four main types of bullying are:

- Physical (hitting, kicking, theft)
- Verbal (name calling, racist remarks)
- Indirect (spreading rumours, excluding someone from social groups).
- Bullying via technology.

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, faking illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Pupils at Madresfield are encouraged to report bullying to any adult or parent that they trust.

We expect all adults at Madresfield to be alert to signs of bullying and act promptly and firmly against it in accordance with our policy.

How We Will Act

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will generally 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 Mrs. Langston.
- Mrs. Langston will interview all concerned and will record the incident.
- Class teachers will be kept informed and if it continues the class teacher will advise other teachers who teach the class.
- Parents will be kept informed.
- Punishment will be used as appropriate and in consultation with everyone involved.

Pupils who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with their class teacher or a member of staff of their choice.
- Reassuring the pupil.
- Offering continuous support.
- Restoring self-esteem and confidence.

Pupils who have bullied will be helped by:

- Discussing what happened.
- Discovering why the pupil became involved.
- Establishing the wrong doing and need to change.
- Discussing the effect they have had on the other person.
- Informing parents or guardians to help change the attitude of the pupil.

The following disciplinary steps can be taken:

- Official warnings to cease offending.
- Staying in at break or lunchtime.
- Exclusion from certain areas of school premises.
- Minor fixed term exclusion.
- Major fixed term exclusion.
- Permanent exclusion.

Within the curriculum the school will raise the awareness of the nature of bullying through the inclusion in P.S.H.E., class teachers time, assemblies and subject areas, as appropriate, in an attempt to get rid of such behaviour.