

# Anti-Bullying Policy

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## Purpose

The purpose of this policy statement is:

- to prevent bullying from happening between children and young people who are a part of our organisation or take part in our activities
- to make sure bullying is stopped as soon as possible if it does happen and that those involved receive the support they need
- to provide information to all staff, volunteers, children and their families about what we should all do to prevent and deal with bullying.

## Our School Aims

We expect a high standard of personal behaviour in a secure values based school community that fosters co-operation, self-confidence, independence, tolerance and positive attitudes to learning. This is achieved through high expectations for both individual children and groups of children, whilst promoting an environment in which every child feels secure, respected and able to make a valued contribution.

Developing effective anti-bullying practice is essential because it promotes:

- The rights of the individual and the responsibility of all
- Awareness of safeguarding responsibilities
- Individual wellbeing
- Positive behaviour and learning attitudes
- Good attendance
- A safe, secure and happy environment
- Good citizenship in our local and wider community

## Objectives

For pupils who experience bullying:

- To be heard and to know how to get help and support from others
- To be offered targeted support so they feel safe
- To be provided with opportunities and strategies to rebuild confidence and resilience
- To be provided with a range of strategies to avoid potential opportunities to be bullied

For pupils who engage in bullying behaviour:

- For all children to take responsibility for what they say and do
- To be held to account both individually and collectively for their behaviour, through the assertive round of questions
- To learn how to behave in ways that do not hurt others, both physically and emotionally, by developing their awareness, skills and knowledge

- To learn that they can take steps to repair the harm they have caused and restore relationships

For the school:

- To take bullying very seriously and record and review incidents of bullying on CPOMS
- To embrace anti-bullying within the appropriate curriculum opportunities
- To promote a climate in which bullying and violence are not tolerated and cannot flourish
- To ensure staff model positive relationships through their dialogue and actions
- To make sure that all members of the school community are engaged in developing and reviewing anti-bullying work of the school
- To set up peer support systems to prevent and respond to bullying
- To enable all children to be clear about the role they can take to prevent bullying, including the role of bystanders
- To promote safe play areas
- To work in partnership with parents, associated professionals and community partners to promote safe school and local communities
- To be aware that young carers can be victims of bullying and to monitor these children closely
- To promote equality through the Equality Act 2010
- To support difference and diversity and promote British Values

For parents:

- To understand that the school does not tolerate bullying
- To know how to report concerns and get help if their child is being bullied
- To have confidence that the school will take any report of bullying seriously and investigate the concerns quickly
- To work with the school by increasing the skills and knowledge of children who find themselves bullied. This will include knowledge of the school's behaviour management procedures and may include skills to avoid being targeted.

For the governing body:

- To ensure that there is a written statement of general principles
- To promote the wellbeing of pupils by safeguarding and promoting the welfare of pupils
- Together with the Headteacher, review the policy in terms of effectiveness and impact.

### **Some definitions of bullying**

- **Bullying** is defined as behaviour by an individual or group, usually repeated over time, that intentionally hurts an individual or group either physically or emotionally.
- **Discriminatory bullying** refers to a range of hurtful behaviours both physical and psychological, that makes a person feel unwelcome, marginalised and excluded, powerless or worthless because of their colour, ethnicity, culture, faith community, national origin/status, ability/disability, gender or sexual orientation, i.e. behaviours that are racist, homophobic or target different abilities.
- **Cyber bullying** is the use of IT and the internet to upset others, such as through social websites, mobile phones, text messages, photographs and email.

### **The following are examples of bullying behaviour:**

- Verbal: name calling, "put-downs", offensive language, "nuisance" phone calls, spreading malicious rumours, tone of voice.
- Visual: offensive notes, cyberbullying (social websites, mobile phones, text messages, photographs, e-mail) and graffiti.
- Victimization: damage or theft of others' possessions, threats to "get" people, repeated social exclusion, being ignored.
- Physical: fighting, pushing, shoving, gestures, invasion of personal space.

### **Identifying bullying:**

Staff need to be vigilant in identifying bullying. Victims of bullying may often:

- Be late
- Lose belongings
- Under-achieve
- Produce careless work
- Be isolated
- Complain of illnesses
- Make excuses to avoid going outside at playtimes or lunchtimes
- Change behaviour e.g. outburst of temper, withdrawal, illness

### **Main strategies used by the school to confront bullying:**

This policy is implemented alongside the school's Behaviour policy, for example, sanctions and reporting procedures.

- As part of the school's values curriculum, planned opportunities are found to explore and discuss bullying in both class and assemblies. This is often through the weekly PSHE sessions.
- All incidents of bullying are taken very seriously and dealt with quickly. All allegations and incidents of bullying are recorded on CPOMS. All prejudice-related behaviour is recorded on CPOMS. When recording on CPOMS all members of the SLT are alerted.



- Incidents of bullying are reviewed on a termly basis, by the senior leadership team and senior lunchtime supervisors.
- All staff dealing with bullying incidents will involve a member of the Senior Leadership Team. A named member of staff will support the child.
- Children who are bullied can be asked to write down or draw their concerns. For some this is easier than talking about it.
- Victims are encouraged to identify a named “special helper” during the lunchtime period. Some pupils benefit from inclusion in our lunchtime club or youth club.
- Those pupils who engage in bullying behaviour are made to account for their behaviour. They always have to apologise and demonstrate how their behaviour and actions are going to change for the better.
- The Pupil Parliament is regularly involved in reviewing behaviour and playground experiences.
- The school takes this aspect of school life very seriously and will work closely with parents and pupils on all matters relating to the rights, respect and responsibilities of members of the school community.

### **What parents should do:**

Be mindful of the signs that your child may be being bullied. The type of behaviour that could be an indication of bullying include a reluctance to go to school; unexplained tummy upsets or headaches; showing signs of distress on a Sunday night or at the end of school holidays; becoming either quiet or withdrawn, or playing up; torn clothes and missing belongings; seeming upset after using their phone, tablets, computers etc and wanting to leave for school much earlier than necessary or returning home late. Bullying can have an impact on a child's mental health so if your child is showing signs of serious distress - such as depression, anxiety and self-harm always see a GP.

If you are aware your child is being bullied, you should:

- Listen and reassure them that coming to you was the right thing to do. Try and establish the facts. It can be helpful to keep a diary of events to share with the school or college.
- Assure them that the bullying is not their fault and that they have family that will support them. Reassure them that you will not take any action without discussing it with them first.
- Don't encourage retaliation to bullying - such as violent actions. It's important for children to avoid hitting or punching an abusive peer. Reacting that way has negative and unpredictable results- they may be hurt even further, and find that they are labelled as the problem. Rather suggest that they walk away and seek help.
- Find out what your child wants to happen next. Help to identify the choices open to them; the potential next steps to take; and the skills they may have to help solve the problems.
- Encourage your child to get involved in activities that build their confidence and esteem, and help them to form friendships outside of school (or wherever the bullying is taking place).
- Discuss the situation with your child's teacher initially. They will escalate the information to the senior leadership team.
- Try to avoid an angry or emotional response. Parents should realise that actions such as phoning the parent of the bully and discussing the matter with other parents can inflame the situation.

If you are aware that your child is bullying, you should:

- Make sure your child knows what bullying behaviour is and why it is wrong
- Make sure your child knows they can talk to you, or to another adult if they are worried about bullying
- Help your child to realise that no one has the right to pressure them into something they don't want to do - this includes bullying others
- Make sure they are not bullying others in retaliation for bullying they have suffered - find out if there is a wider culture of bullying in the school or environment where it happened
- Talk to your child about information that is shared through social networking sites - let them know that they shouldn't upload comments or images that could hurt someone else - or pass on content that is designed to hurt someone else. Let them know most social networking sites have report buttons if they have seen bullying behaviour and they want to stop it.
- Make it clear that you do not tolerate the use of disrespectful and hurtful language and behaviour as a family (it's vital that you model this as parents)
- If the school contacts you to say your child has been involved in bullying incident, stay calm and make sure you gather all the facts relating to the incident. Take time to listen to your child's side of the story - but keep an open mind.
- If the school share information or evidence that shocks you (children can sometimes behave very differently away from their parents) again stay calm, and take time to talk through the incident with your child.
- Try not to see the behaviour as a permanent reflection of their character - but make clear the behaviour you would like to change.
- It may be that their current friendship group is having a negative effect on their behaviour - in which case you should talk about what it means to be a friend, and gently encourage them to form more positive relationships.

To protect your child from cyber-bullying:

- Talk to your child about who they're talking to online and encourage them to think before talking to people they don't know in person
- Try to understand and guide your child's online behaviour - negotiate and establish boundaries and discuss sensitively the issues around the concept of 'friends'
- Familiarise yourself with the social networking sites and chat programmes your child uses. Find out more about its built-in safety functions and how they can be contacted within the service
- Ask your child if they know how to block someone who they don't want to talk to anymore. If they don't, help them learn how to use the blocking feature
- Use parental control software provided by your internet service provider, mobile phone network, online content provider or games console, and consider using filtering options, monitoring and setting time limits for access to chat.
- If you discover misconduct between your child and someone online stay calm, investigate the facts and seek expert help. If someone has acted inappropriately towards your child, or someone they know (such as sexual chat, or asking them to meet up) contact the Child Exploitation and Online Protection Centre (CEOP)



**What pupils should do if they witness or experience bullying:**

The School aims to make it easy for pupils to report bullying so that they are assured that they will be listened to and incidents acted on. Pupils are also encouraged through the Personal, Social and Health Education programme and assemblies to feel that they can also report bullying which may have occurred outside school including cyber-bullying. If a pupil is bullied or witnesses bullying, they should immediately speak to any member of staff.

This policy should be read in conjunction with other school policies and guidelines including the Behaviour Policy, E-Safety, PSHE and Safeguarding.