

ANTI-BULLYING POLICY **PARK PRIMARY SCHOOL**



Please read in conjunction with other school policies including; behaviour, equalities policy, esafety, curricular (PSHE), Special Educational Needs policy and the safeguarding and child protection policy.

Statement of Intent

At Park we are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively.

What Is Bullying?

Bullying is behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally.

Bullying can be:

- Emotional - being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical - pushing, kicking, hitting, punching or any use of violence
- Racist - racial taunts, graffiti, gestures
- Any discriminatory behaviour towards others due to their home circumstances, SEN or disabilities
- Isolating people
- Sexual - unwanted physical contact or sexually abusive comments
- Homophobic - because of, or focusing on the issue of sexuality
- Verbal - name-calling, sarcasm, spreading rumours, teasing
- Cyber - All areas of internet, such as email & internet chat room misuse, mobile - threats by text messaging & calls, misuse of associated technology , i.e. camera & video facilities.

(Please refer to school esafety policy)

Bullying can be both direct and indirect and can occur between any members of the school community e.g staff, pupil, parent.

Objectives of this Policy

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying, what they should do if bullying arises and how it stands alongside the school behaviour policy.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

Through this we aim to both raise the awareness and highlight the importance of responding to bullying to the whole school community.

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

Schools have a responsibility to respond promptly and effectively to issues of bullying.

In conjunction with the procedures outlined in this policy the school behaviour policy and red card system will also be applied. This follows a sequence of stepped sanctions dependent on the frequency, severity and nature of incidences.

It is important to apply disciplinary measures (where appropriate) to pupils who bully in order to show clearly that their behaviour is wrong.

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

Staff need to be aware that the following may indicate that bullying is taking place

- Child tearful for no apparent reason
- Loss of self confidence
- Loss of self esteem
- Poor concentration
- Frequent absence often with notes from parents—head ache, stomach ache
- Children isolated in playground or class

- Report of stealing
 - Anxious behaviour—constant rocking, thumb sucking etc
 - is frightened of walking to or from school
 - doesn't want to go on the school / public bus
 - desperate to be driven to school
 - changes their usual routine
 - is unwilling to go to school (school phobic)
 - begins to truant
 - becomes withdrawn anxious, or lacking in confidence
 - starts stammering
 - cries themselves to sleep at night or has nightmares
 - feels ill in the morning
 - begins to do poorly in school work
 - comes home with clothes torn or books damaged
 - has possessions which are damaged or " go missing"
 - asks for money or starts stealing money (to pay bully)
 - has dinner or other monies continually "lost"
 - has unexplained cuts or bruises
 - becomes aggressive, disruptive or unreasonable
 - is bullying other children or siblings
 - stops eating
 - is frightened to say what's wrong
 - gives improbable excuses for any of the above
 - is afraid to use the internet or mobile phone
 - is nervous & jumpy when a cyber message is received
- These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated by the class teacher and then the Phase Leader.

Procedures

(Use the following procedures in conjunction with the school behaviour policy – the severity of the bullying behaviour must be determined to ensure the right procedures are followed – see behaviour policy for guidance)

1. Children will speak with class teacher or a peer will inform on behalf of the child.
2. Class teacher will speak to their Phase Leader and the severity of bullying will be determined. If a red card is given the pupil will be sent to the Phase Leader and the Phase Leader will speak to the children involved. If no red card is given the class teacher (or Phase Leader) will speak with the children involved.
3. In serious cases and where red cards are given parents are

- informed and asked to come in where appropriate for a meeting to discuss the problem.
4. The Phase Leader will keep the SLT informed where appropriate.
 5. In all cases incidences are recorded either in the Phase Leaders Behaviour Folder. The word bullying should be used, if appropriate.
 6. These records are reviewed annually by the Assistant Head and shared with the HT and governors where appropriate.
 7. If necessary and appropriate, police will be consulted.
 8. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.
 9. An attempt will be made to help the bully (bullies) change their behaviour.

Outcomes

- 1) The bully (bullies) may be asked to genuinely apologise, dependent on the situation – the victim's wishes will always be considered. If red cards are issued choices sheets will be completed and the bully (bullies) will be required to reflect on their behaviour and accept responsibility for their actions.
- 2) Where appropriate the school behaviour policy will be followed and the sequence of stepped sanctions applied, including internal, fixed and if necessary permanent exclusions.
- 3) If and where possible, the pupils will be reconciled.
- 4) After the incident / incidents have been investigated and dealt with, each case will be monitored by the class teacher and phase leader to ensure repeated bullying does not take place.

Prevention

Through our school curriculum we encourage opportunities to address the issue of bullying and help children to prevent bullying. We promote a supportive school environment where co-operation and consideration to others are important.

We also have;

- classroom agreements based around mutually agreed rules
- behaviour contracts where necessary
- Anti-bullying week activities
- Social skills groups
- opportunities to write stories or poems or drawing pictures about bullying
- reading stories about bullying or having them read to a class or
- Assembly

- Openly discussing differences between people that could motivate bullying, such as religion, ethnicity, disability, gender and also children with different family situations, such as looked after children or those with caring responsibilities. Schools can also teach children that using any prejudice based language is unacceptable
- having discussions about bullying and why it matters
- teaching assistants are timetabled to support in the playground at lunchtimes
- playground games in the playground at lunchtime
- ongoing training for the lunchtime supervisors on promoting the resolution of conflicts
- celebration of pupil achievement with classroom systems, star of the week and star of the term
- school council involved in pupil response and view of bullying

We encourage staff to proactively gather information about issues between pupils which may provoke conflict and prevent bullying occurring in the first place.

Monitoring and Review

The policy is to be reviewed in Spring 2017.

For specific monitoring and reporting processes please refer to 'Procedures'.

The whole school community are responsible for promoting positive friendships, relationships and an ethos of anti-bullying
Class teachers, Phase Leaders and SLT are responsible for reporting and monitoring bullying.

HELP ORGANISATIONS:

Advisory Centre for Education (ACE) 0808 800 5793

www.ace-ed.org.uk

Children's Legal Centre 08088 020 008

www.childrenslegalcentre.com

KIDSCAPE Parents Helpline (Mon-Fri, 10-4) 0845 1 205 204

Visit the Kidscape website www.kidscape.org.uk for further support, links and advice.

Parentline Plus 0808 800 2222

Youth Access 020 8772 9900

www.youthaccess.org.uk *Bullying Online www.bullying.co.uk*