



## Anti-Bullying Policy

**Updated:** September 2019

**Review:** September 2021

All schools have a legal responsibility to take bullying seriously. The school insists on good behaviour and is aware of the duty placed on the school in respect of behaviour off the school premises. (Section 89 of the Education and Inspection Act 2006) See also The Equality Act 2010, Preventing, and Tackling Bullying July 2017

Under the Children Act 1989, a bullying incident should be addressed as a child protection concern when there is 'reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm'. Where this is the case, the school staff should report their concerns to their local authority children's social care. Even where safeguarding is not considered an issue, schools may need to draw on a range of external services to support the pupil who is experiencing bullying, or to tackle any underlying issue which has contributed to a child engaging in bullying.

The school views bullying behaviour as abhorrent and will pursue all avenues to prevent this from occurring. The school continues to grow, train and develop its own peer supporters to help younger children during playtimes.

The Senior Leadership team, in consultation with staff, governors and pivotal principles, wrote the policy.

This policy should be read in conjunction with the school behaviour policy (including the Behaviour blueprint).

### **A whole school Approach**

A whole school approach will be adopted on anti bullying that actively involves the whole school community. The Headteacher and SLT will support any provision and provide leadership and adequate resourcing. Governors have responsibilities for school policies. They will be consulted about provision and policy and have regular reports at Governors' meetings.

### **Statement of Intent**

We are committed to providing a caring, friendly and safe environment for all our pupils so they can learn in a relaxed and secure atmosphere. These are delivered through our three rules – Ready, Respectful and Safe.

We believe that every child has the right to feel safe in school and enjoy their education without the threat of bullying behaviour. Our approach is to build the children's self-esteem and confidence and for our approach to be consistent across the school.

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, fairly and effectively. Anyone who knows that bullying is happening is expected to report it to a trusted adult.

### **What is Bullying?**

Bullying is on-going, deliberate behaviour that upsets the victim. It is behaviour that is targeted and selective and can be direct (physical or verbal) or indirect (e.g. being ignored or cyber bullying). It may be one person or a group.

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
- 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 Bullying which includes all of the above, but the bullying operates through chatrooms, mobile phones social networking sites on the internet. There is a separate policy on the use of the internet and all pupils and staff sign an acceptable user policy.
- SEN & Disability bullying becoming a target of bullies due to learning disabilities and/or physical impairment

### **Why is it Important to Respond to Bullying**

Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

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

Our main school rule is:

Treat others as you want to be treated yourself and this is shared amongst staff and pupils.

We also encourage all to:

Aim to be the best you can

### **Objectives of this Policy**

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is (including cyber bullying).
- 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, and what they should do if bullying arises.
- 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, either in person or through internet sites and/or mobile phones.

## 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:

- is frightened of walking to or from school
- doesn't want to go on the school/public bus
- begs to be driven to school
- Changes their usual routine
- is unwilling to go to school (school phobic)
- begins truanting
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- 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 go "missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money/lunch has been stolen)
- 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

These signs are behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

## Procedures

If bullying is suspected we will:

Talk to the suspected victim, and any witnesses individually

Identify the bully and talk about what has happened, to discover why they became involved.

Make it clear that bullying is not tolerated.

- If the bully owns up then sanction procedures outlined in the Behaviour Policy will be followed
- Incidents of bullying are recorded in the School Incident Log and kept in the Head Teachers office as well as being recorded on SIMs.
- Keep an informal log of incidents if there are concerns
- Involve all parties together to discuss the issues if agreed by all parties
- Allow children time to sort things out.
- Support & empower children to resolve the conflict & understand their role in the issues
- Establish an agreement between the children where needed

- Inform parents
- Follow up with further discussions with individuals as and when appropriate
- When necessary support children individually or together
- If the incidents persist and are causing a health and safety issue then the Head Teacher could instigate exclusion procedures (see Behaviour Policy) and/or If necessary and appropriate, other agencies will be consulted

Any incidents of cyber bullying will be treated as above. Bullying is classified as a 'Serious breach' within our Behaviour blueprint.

### **Outcomes**

1. The bully (bullies) may be asked to genuinely apologise. Other consequences may take place.
2. In serious cases, suspension or even exclusion will be considered
3. If possible, the pupils will be reconciled
4. After the incident/incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

### **Prevention**

**The school believes that the creation of an anti-bullying culture is key to preventing this behaviour from occurring and giving children the skills necessary to manage these situations when they arise.**

- Peer supporters and Play Leaders have a positive impact on playground culture and climate. They receive annual training from staff leaders and external bodies
- writing a set of school rules
- signing a behaviour contract
- writing stories or poems or drawing pictures about bullying
- reading stories about bullying or having them read to a class
- making up role –plays
- having discussions about bullying and why it matters
- part of our RSE/PSHE policy/scheme or work – both internet and cyber bullying included
- assemblies
- bullying boxes
- class sites rules
- Ready, Respectful and Safe school rules
- Designing posters about cyber bullying and PowerPoint presentations by the children
- Parent workshops and CPD through an Online behaviour specialist
- Nurturing programme with trained staff

### **Staff Support and Training**

Staff can access the LA's professional courses connected with Anti-Bullying. The PSHE co-ordinator will attend any relevant courses and pass on any information to all staff during staff meetings and Inset. The policy will be evaluated yearly and reviewed bi-annually.

## Anti-bullying for staff

It is important that schools take measures to prevent and tackle bullying among pupils. However, it is equally important that we make it clear that bullying of staff, whether by pupils, parents or colleagues, is unacceptable. The school has adopted locally agreed policies and refers to The Department for Education, who have published a separate advice note which provides advice for headteachers and all school staff on how to protect themselves from cyberbullying and how to tackle it if it happens.

### Help Organisations:

Advisory Centre for Education (ACE) <a href="http://www.ace-ed.org.uk/">http://www.ace-ed.org.uk/</a>	020 888833777
Children's Legal Centre	01206 873820
KIDSCAPE (Parents Helpline, Mon-Fri 10-4) <a href="http://www.kidscape.org.uk">www.kidscape.org.uk</a>	020 7730 3300
Family Lives <a href="http://www.familylives.org.uk/">http://www.familylives.org.uk/</a>	08088 002222
Youth Access	020 8772 9900
Wolverhampton LA	01902 556556