

Littledean Church of England Primary School

Anti-Bullying Policy

(including Cyber-Bullying)

'People with time for Children'

Introduction

At Littledean C of E Primary School we believe that every child has the right to feel safe in school and enjoy their education without the threat or fear of bullying behaviour or harassment. Bullying is unacceptable in our school and will not be tolerated. Our aim is to build the children's self-esteem and confidence and for our approach to be consistent across the school. We intend that this policy is clearly understood and shared by all, children, staff and parents.

Aims

Through implementation of this policy we aim to:

- promote the well-being of all children;
- prevent, reduce and eradicate all forms of abuse;
- have a consistent approach for dealing with incidents of bullying;
- promote a whole school approach, where signals and signs are identified and swift effective action is taken;
- ensure that all children, staff and parents are aware of this policy and their obligations.

Definition - What is bullying?

Bullying is a behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. We define bullying as physical or verbally aggressive behaviour that occurs '**several times on purpose**'.

Bullying can occur through several types of anti-social behaviour. It can be:

- **Racial, Religious or Cultural**
- **Sexual/Sexist**
- **Homophobic**
- **Transphobic**
- **Disability**
- **Physical:** A pupil could be physically punched, pushed, kicked, bit etc. other than in the heat of the moment
- **Verbal:** Verbal abuse can take the form of name calling over a period of time. It may be directed towards gender, ethnic origin, physical/social disability or personality etc.
- **Social or Psychological:** A pupil could be bullied simply by being excluded from discussions/activities, with those they believe to be their friends without a discussion as to why this is happening.
- **Damage to Property or Theft:** Pupils could have their property damaged or hidden, interfered with or stolen. Physical threats could be used by the bully in order that the pupil hands over property to them.
- **Cyber Bullying:** Use of technology – internet, emails, social media, text messages, mobile phones, photographs to transmit and reinforce intimidating behaviour. While, in most cases, bullying via text messages and the internet occurs outside school, teachers still have a responsibility towards any pupil who is the victim of such bullying.

Peer on Peer Abuse

At Littledean C of E Primary School we recognise that children can be capable of abusing their peers. Peer on Peer abuse can take different forms: this is most likely to include, but may not be limited to, bullying (including cyber-bullying), gender based violence/sexual assaults and sexting. The school makes it clear that abuse is abuse and should never be tolerated or passed off as 'banter' or 'part of growing up'.

Bullying is not:

It is important to understand that bullying is not the odd occasion of falling out with friends, name calling, arguments or when the occasional 'joke' is played on someone. Children do fall out sometimes and say or do things because they are upset. When occasional problems of this kind arise it is not classed as bullying. It is an important part of a child's development to learn how to deal with friendship breakdowns, the odd name calling or childish prank. Bullying is defined as 'several times on purpose'.

Cyber-Bullying

Cyber-bullying can include the following behaviours:

- Threatening, intimidating or upsetting text messages.
- Threatening or embarrassing pictures and video clips sent via mobile phone cameras.
- Silent or abusive phone calls or using the victim's phone to harass others, to make them think the victim is responsible.
- Threatening or bullying emails, possibly sent using a pseudonym or someone else's name.
- Menacing or upsetting responses to someone in a chat-room.
- Unpleasant messages sent via instant messaging.
- Unpleasant or defamatory information posted to blogs, personal websites and social networking sites.

All cases of cyber-bullying are considered to be as serious as any other types of bullying.

Prevention

Our school's response to bullying does not start at the point at which a child is bullied. We have a school ethos of good behaviour, where children learn to treat one another and all adults in the school community with respect. This culture extends across the whole school including the dining hall, playgrounds, and beyond the school gates when undertaking school trips etc...

Strategies that we use to prevent bullying include:

- Regular discussions about acceptable behaviours ensuring that all children know what procedures should be followed.
- Regular class and whole school collective worship with a focus on the Christian Values for Life, PSHE themes of bullying and friendship and expected behaviours.
- The school has a clear behaviour policy that rewards positive behaviour.
- Both children and parents are made aware of how to use the internet safely and the possibilities of cyber-bullying.
- Effective staff training, with all staff understanding the principles and purpose of the schools' policy.
- Creating a safe environment where children can openly discuss bullying.
- Access to the school Family Support Worker who can work through any problems that the children might be experiencing.

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- Emotional literacy group and 1 to 1 sessions are regularly run by school family support worker throughout the school year, with a focus on developing social skills, friendship, empathy and conflict resolution.

Identification - what signs to look for?

The following signs could indicate that a child is being bullied:-

- Being frightened of the journey to and from school.
- Being unwilling to come to school (school phobic)
- Having nightmares.
- Doing poorly in their school work.
- Becoming withdrawn, distressed, lacking in confidence etc.
- Having unexplained bruises, cuts, scratches or clothing torn.
- Refusal to say what's wrong.
- Having possessions or money go missing.
- Possible change in their own behaviour towards other children.
- Is bullying other children or siblings.
- Becoming aggressive, disruptive or unreasonable.
- Afraid to use the internet or mobile phone.
- Is nervous and 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.

Reporting Procedures - Children

- Children are encouraged to tell someone if they are being bullied.
- They are encouraged to report possible bullying to any member of staff that they trust, a friend or a member of their family.
- Children who are 'bystanders' are encouraged to support their peers by reporting and incidents of suspected bullying.

Reporting Procedures – Staff

- All incidents of suspected bullying will be dealt with by the member of staff it is reported to, usually the class teacher.
- All staff are responsible for the health and well-being of the children and have a duty to respond seriously to any claim of bullying.
- If they are unable to investigate the matter must be referred immediately to a senior member of staff.
- The Head Teacher will also be informed and, if bullying is confirmed it will be logged on the school's record keeping system and monitored for patterns of behaviour.
- Behaviour records will also be monitored for any further patterns of behaviour.
- Teaching Assistants should report to a class teacher or Head Teacher if they have any concerns about potential bullying.
- Lunchtime supervisors report to the class teacher if there any concerns about children's behaviour.

Reporting Procedures – Parents/Carers

- Parents are encouraged to share any concerns with their child's class teacher or a member of the senior leadership team.
- In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem.

Intervention

We take our responsibility to support children who are bullied seriously and will make appropriate provision for the child's needs. The nature and level of support will depend on the individual circumstances and the level of need.

Victim

- The bullying behaviour and threats of bullying must be investigated immediately and the bullying stopped.
- Victims will be reassured that they have done nothing to deserve the bullying and that what may have happened is not their 'fault'.
- The victim will be consulted with on how to rebuild relationships with the perpetrator if they want to do this.
- Referral to the school Family Support Worker may be considered appropriate to work with the child on understanding what has happened to them.
- Following investigations, staff will periodically 'check in' with children that have been the victim of bullying to ensure that the child feels happy and secure at school.

Perpetrator

- Most importantly, the perpetrator should be helped to realise that bullying will not be tolerated, that it must stop immediately and that there can be no re-occurrence.
- Children are helped to reflect upon their actions and to empathise with how the bullied child might feel.
- Children that have bullied are supported to modify their behaviour – this may be through being given a 'behaviour monitoring book', structured lunchtimes including pastoral support and involvement of parents to reinforce the unacceptable nature of bullying.
- Children may be referred to work with the Family Support Worker to develop strategies to help them to cope more effectively with how they are feeling.
- Other consequences may take place such as loss of 'privileges' in school.
- Exclusion may be considered if appropriate.
- After incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Parents

- Parents/carers of both victim and perpetrator will be kept informed throughout the process.
- Close contact will be maintained with the victim's parents or carers to ensure that the victim adjusts positively back into school life as quickly as possible.
- Parent views will always be considered but the school will stress that wherever possible reconciliation will be considered in order to provide a clear resolution for all concerned while not condoning the bullying.

Reconciliation

- The perpetrator will be asked at a suitable point to genuinely apologise, in writing or in person.
- Children will be encouraged to reconcile any issues over a period of time so that any injustice can be rectified.

Roles and Responsibilities

The Governing Body supports the Head Teacher and staff in all attempts to eliminate bullying from our school. This policy makes it very clear that the Governing Body does not allow bullying to take place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

The Governing Body monitor the incidents of bullying that occur, and review the effectiveness of the schools' policy regularly. The governors require the Headteacher or member of the Senior Leadership Team to keep accurate records of all incidents of bullying and to report to the governors on request about the effectiveness of school anti-bullying strategies.

The Head Teacher has responsibility for implementing the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying.

The Headteacher makes sure that the children know that bullying is wrong, and that it is unacceptable behaviour in this school.

The Headteacher ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying.

The Headteacher sets the climate where Values for Life are an integral part of how we deal with children, staff and parents on a daily basis.

Teachers take all forms of bullying seriously, and intervene to prevent incidents taking place. Any complaints of bullying behaviour are dealt with quickly and with empathy. Teachers will feed back to the Head Teacher and/or Senior Leadership Team any incidents of bullying that they are aware of or have dealt with.

This policy should be read in conjunction with the following policies:

Safeguarding and Child Protection

Equal Opportunities

Exclusion

Health and Safety

Complaints

SEND

Online Safety

Acceptable Users

Behaviour

Written – February 2019