

Stock C of E Primary School



Anti-bullying Policy

Date reviewed: Spring 2020

Date of Next Review: Spring 2023

When updating refer to challenging homophobic , biphobic and transphobic bullying



Stock Church of England Primary School

Anti-Bullying Policy



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Purpose

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.

The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without anxiety or fear of being bullied. This policy aims to produce a consistent school response to any bullying incidents that may occur.

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 repeated behaviour which is perceived by the targeted individual or any other person, as intending to hurt, intimidate, frighten, harm or exclude. It is usually persistent and an abuse of power, leaving the targeted individual feeling defenceless.

Bullying can take different forms:

- Verbal:
name calling, use of threatening or provocative language, taunting etc;
- Non-verbal:
kicking, pushing, hitting, grabbing or any use of violence; damaging or taking another's property; any unwanted physical contact
- Indirect:
excluding an individual from group play, refusing to talk to or even acknowledge an individual; spreading rumours;
- Cyber:
sending nasty or threatening messages by mobile text messaging and calls; all areas of internet, such as email & internet chat rooms or websites; misuse of associated technology, i.e. camera & video facilities

Specific types of bullying can include:

- bullying related to race, religion or culture
- bullying related to SEN or disabilities
- bullying related to appearance or health conditions
- bullying related to sexual orientation
- bullying of young carers, looked-after children or otherwise related to home circumstances
- sexist or sexual bullying.

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Pupils must be encouraged to report bullying in school.

Our schools' teaching and ancillary staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with school policy.

Implementation

- All allegations of bullying will be carefully investigated;
- Pupil's, parents and staff will be encouraged to talk openly about the issue;
- As part of the whole curriculum, greater understanding and awareness of bullying in all its forms will be developed, through inclusion of PSHCE, class circle time, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour.
- Children will be taught strategies to help them deal with bullying situations which they may encounter;
- Staff will respond calmly and consistently to allegations or incidents of bullying;

The school will protect and support all parties during school / extra curricular time and on school premises whilst issues are being resolved.

How the School Responds To Specific Allegations of Bullying

- Children will know who to talk to in the first instance. This will usually be their class teacher, but it could also be
 - Another teacher known to them;
 - A Learning Support Assistant;
 - A Mid-day Supervisory Assistant.
- The children must be given every opportunity to report the bullying in the first instance, but it will be the class teacher who will follow up allegations. Therefore, any other adult in a position of responsibility should feed back to the class teacher as soon as possible.
- The class teacher takes steps to investigate the problem with the bullies to establish the situation and talk through any issues. An early resolution is sought using these tactics.
- The class teacher keeps records of all incidents that happen in the Class Behaviour Book.
- Both bullied and bullying parties are informed that the situation is being monitored by the class teacher/s concerned to ensure repeated bullying does not take place.
- There will be a regular follow up of any concerns agreed with the children's parents.
- When dealing with suspected cases of bullying, all members of staff will comply with the School Behaviour Policy. They will follow the levelled sanctions that are attached to the above policy. It will be made clear to children that bullying is different to bad behaviour. It is repeated behaviour against another child.
- In the case of serious incidents, these should be reported to the Deputy Head or Headteacher who will record the incident in a separate Headteacher's behaviour book.

Pupils

Pupils who have been bullied will be supported by:

- offering an immediate opportunity to discuss the experience with a form tutor or member of staff of their choice
- reassuring the pupil
- offering continuous support

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
- supporting the pupil to raise their self esteem and develop appropriate social skills
- informing parents or guardians to help change the attitude of the pupil.

Parents

Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately.

Monitoring, evaluation and review

After the incident/s of bullying have been investigated and dealt with, each case will be recorded in the Class or Headteacher's Behaviour Book. The situation will then be monitored to ensure repeated bullying does not take place.

The policy will be promoted and implemented throughout the school.

Whole School Strategies to Minimise Bullying

- We have set up friendship stops where children can go if they are not enjoying playtime. Class Council Representatives will monitor the friendship stop.
- A regular programme of PSHCE work supports this policy.
- There is regular teacher – class discussion, e.g during circle time, dealing with friendship / playtime issues.
- There is a worry bunny in each class for children to voice their concerns in confidence
- A school Anti-Bullying Code is in use, giving clear advice to children on what to do if you are a witness or a victim of bullying:

Anti-Bullying Code

If you see someone being bullied:

- DON'T rush over and take the bully on;
- DO let a teacher or other staff member know;
- DO try to be a friend to the person being bullied;
- DON'T be made to join in;
- DO try to help the bully stop bullying.

If you are a victim of bullying:

- TELL a teacher or another adult in school;
- TELL your family;
- TAKE a friend with you if you are scared to tell someone by yourself;
- KEEP telling people until someone listens;**
- DON'T blame yourself for what has happened.