

East Harling Primary School and Nursery



Anti-bullying Policy

Date agreed by the Governing Body: 05.05.16

Review Date: May 2019

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Introduction

East Harling Primary School and Nursery is a happy and caring school, where high standards of achievement and behaviour are expected of all children. We want to ensure that every member of the school community feels valued and respected, and that each person is treated fairly and well. We are a supportive community, whose values are built on mutual trust and respect for all. We are proud of our school and the positive ethos that is reflected in every aspect of our work.

At East Harling Primary School and Nursery we have zero-tolerance of bullying. Bullying is wrong and damages individual children. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable.

Aims and objectives

We aim, as a school, to produce a safe and secure environment where all can learn without anxiety, and measures are in place to reduce the likelihood of bullying.

This policy aims to produce a consistent school response to any bullying incidents that may occur.

We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our school.

Definition

The School Council worked with school staff to develop this policy. At East Harling Primary School and Nursery we define bullying in this way:

'Bullying is when someone hurts another child with words or actions, on purpose. Bullying is when this keeps on happening, more than once'.

There are three elements commonly associated with the action of bullying:

- it continues over a period of time
- it intends to upset or hurt others
- victims cannot defend themselves and there is an imbalance of power

We recognise that bullying behaviour can take different forms, typical bullying behaviour may include;

- Physical bullying; such as shoving, pushing, kicking or slapping
- Verbal bullying; such as name calling, put downs, spreading lies about someone, threatening or coercing others
- Cyber-bullying: sending or posting messages and images online or through mobile phones

- Exclusion; deliberately making someone feel isolated and excluded from discussions/play/activities
- Damage to property and theft
- Sexual bullying; such as inappropriately touching another person or their clothing, or using sexual language

Bullying behaviour is not teasing between friends without the intention to hurt, or falling out with friends after a disagreement or quarrel. Bullying does not include activities that all parties have consented to and enjoy.

Equality of opportunity

At East Harling Primary School and Nursery we seek to protect all pupils from any form of discrimination or harassment based upon gender, disability, race, cultural background or sexual orientation.

We will always strive to ensure that all children are treated equally, with respect and consideration, as individuals and members of our school community. We recognise that some children may be more vulnerable to bullying; for example those with significant special educational needs or children who move schools regularly, and are particularly vigilant in supporting these children.

Prevention strategies

As a school we work hard to create an environment where pupils feel safe, have good relationships with others and are able to achieve, free from bullying.

We use a range of strategies to do this, including;

- Developing a shared understanding what bullying is, and the different forms that it may take, with all members of our school community
- Teaching children about bullying and strategies that they can use to prevent it, both across the curriculum and through PSHE lessons (linked to SEAL)
- Holding an annual 'Anti-Bullying Week' linked to whole school assemblies and lessons in class
- Supporting children in developing good relationships with others and the equipping them with the skills to make a positive contribution
- Establishing mutually respectful and supportive relationships with children
- Acknowledging and celebrating individual differences
- Challenging stereo-typical or prejudicial views
- Using praise and reward to recognise and celebrate achievements.
- Teaching our children explicitly about acceptable and unacceptable behaviour
- Regularly reviewing and reflecting upon behaviour around school to ensure early identification and prevention of any potential issues/problems, including bullying
- Creating a "telling" environment, where children feel comfortable sharing any issues or concerns that they may have
- Regularly consulting with pupils and parents about behaviour and bullying incidents, and using this information to inform school practice

Response strategies

All the staff in our school take any form of bullying seriously, and seek to prevent it from taking place. The emphasis is always on providing a caring, listening approach as bullies are often victims too and we would want to seek to understand why this behaviour is occurring.

In most cases the bullying will be initially investigated by the child's class teacher (although in some instances the headteacher may be involved straight away).

If bullying is suspected (or has been reported) then we will:

- Talk to the suspected victim and any witnesses.
- Identify the bully and talk about what has happened. The adult will also seek to discover why they have been involved. We will make it clear that bullying, in any form, is not tolerated at East Harling Primary School and Nursery.
- If appropriate, bring the victim and bullying together using a restorative justice approach.
- The class teacher will decide whether any sanctions are appropriate (in line with our Behaviour Policy)
- Talk to the parents of both the victim and the bully.
- Staff will keep a written record of their investigation, the outcomes and their contact with parents.
- Staff will then continue to monitor the situation (with both the victim and their parents) to ensure that the situation is resolved.
- The school will ensure that both the victim and the bully receive appropriate support (which could involve outside agencies) to help prevent further incidents of bullying.
- The school will also continue to work closely with both the victim's and bully's parents/guardians until the situation is resolved.
- If the situation was not resolved then the headteacher may enforce further sanctions against the bully, which in extreme cases could include temporary exclusion.

In cases of serious bullying behaviour (for example those resulting in actual physical assault, a racist attack or the use of technology to bully or harass) the headteacher may also inform the police, social services or other specialist support services.

All members of staff routinely attend training, which equips them to identify bullying and to follow school policy and procedures with regard to behaviour management.

Behaviour outside of school

We recognise the statutory duty placed upon schools (in the 2006 Education Act) to discipline children for behaviour outside of school. Bullying behaviour can take place both inside and outside of school; bullying outside of school can have a significant affect on the school day and a child's ability to learn. This may include for example cyber-bullying, bullying on the school journey or arguments between families outside of school. The school will intervene in such instances, in line with the procedures set out in this policy.

The role of parents

Parents have an important part to play in our anti-bullying policy. We ask parents to:

- Look out for unusual behaviour in your children – for example, they may suddenly not wish to attend school, feel ill regularly, or not complete work to their usual standard.
- Always take an active role in your child's education. Enquire how their day has gone, who they have spent their time with, etc.
- If you feel your child may be a victim of bullying behaviour, inform school immediately. Your complaint will be taken seriously and appropriate action will follow.
- If a child has bullied your child, please do not approach that child on the playground or their parents or involve an older child to deal with the bully.
- Please inform school immediately and we will deal with it following the school procedures.
- It is important that you advise your child not to fight back. It can make matters worse!
- Tell your child that it is not their fault that they are being bullied.
- Reinforce the school's policy concerning bullying and make sure your child is not afraid to ask for help.
- If you know your child is involved in bullying, please discuss the issues with them and inform school. The matter will be dealt with appropriately. Remember incidents are confidential, do not discuss them with other parents. Speak to school staff if you have concerns.

Parents have a responsibility to support the school's anti-bullying policy, actively encouraging their child to be a positive member of the school. If parent who is dissatisfied with the way the school has dealt with a bullying incident, they should follow the school complaints procedure by initially contacting the class teacher. If the concern remains, they should contact the Head Teacher. If they are still concerned, they should contact the Governing Body via clerk.

The role of children

Each term or when incidents occur, class teachers will discuss bullying and reinforce the following strategies developed by our School Council:

What can children do if they are being bullied?

- It is best to tell an adult you trust straight away. They will believe you and be able to help.
- Tell yourself that you do not deserve to be bullied and that it is wrong.
- Be proud of who you are. It is good to be individual, we are all different.
- Try not to show that you are upset or scared. It is hard, but a bully thrives on someone's fear.
- Remember that children who bullying are often unhappy and they pick on people who they think won't tell.
- Don't hide away, stay with a group of friends/people. There is safety in numbers.
- Be strong inside – say "No!". Walk confidently away. Go straight to a teacher or member of staff.

- If you are getting emails, texts or messages that make you feel uncomfortable please save them and show them to an adult. Do not respond to them.
- Getting involved in arguments or fighting back may make things worse – don't do it.
- Teachers will take you seriously and will deal with the bullies in a way which will end the bullying and will not make things worse for you.

What do you do if You know someone is being bullied?

- Don't ignore it.
- Tell an adult immediately. Teachers will deal with the bully without getting you into trouble.
- Do not try to sort it out yourself or get involved in a fight.
- Make sure the person who is being bullied is not left on their own, ask them to join your games at playtime.

Monitoring and review

This policy is monitored on a day-to-day basis by the headteacher, who reports to governors on request about the effectiveness of the policy.

The anti-bullying policy is the governors' responsibility, and they review its effectiveness annually. They do this by examining the school's anti-bullying records, and by discussion with the headteacher. Governors analyse information for patterns of people, places or groups. They look out in particular for racist bullying, or bullying directed at children with disabilities or special educational needs.

This policy has been developed through consultation with staff, pupils and governors. It will be reviewed every three years, or earlier if necessary.

This policy should be read in conjunction with;

- The Equality Policy
- The Behaviour and Discipline Policy

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Appendix 1

Guidance for the member of staff

Give the victim priority and interview them first away from disruption to talk about his/her feelings. Find out who the perpetrator/s were and who the spectator/s were at the incidents.

Be interested, respectful, concerned and supportive.

Ensure that the victim knows that telling a member of staff was the right thing to do.

Establish the facts and record events in writing if necessary.

Talk to the children involved (excluding the victim) and discuss the nature of the bullying. At this point encourage a “no blame” approach but refer to the school’s Anti-bullying messages. They must be made aware of why bullying is unacceptable. Identify underlying causes.

The whole group shares responsibility for solving the problem. Staff and children offer suggestions to put into practice e.g apology to the victim, change in way games are played, and encouragement of all to play (think of school expectations).

- meet with the victim the next day to check if the situation has improved.
- build self-confidence to reduce the chances of being a ‘typical’ victim.
- meet with the victim and the children involved a week later to evaluate progress made and to keep the children involved in the process.
- continue to give support to the victim and maintain checks.
- continue to give support to the bully encouraging positive behaviour and thereby increasing a sense of self-esteem.

Make all necessary staff aware of each problem, including MSAs.

Persistent bullies are to be accelerated through Behaviour Policy levels for dealing with inappropriate behaviour.