



Steam Mills Primary School

Policy and Procedure: Anti-Bullying Policy

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ANTI-BULLYING POLICY

Date: June 2020

Review: June 2021

Approved by Governors: _____

Signed: _____ (Chair)

This policy has been presented to and agreed upon by the whole staff and Governors and will be distributed to:

- All staff
- School governors

A copy of the policy is also available in:

- Staffroom
- Head Teacher's Safeguarding file
- School website

This policy is written with reference to: Preventing and Tackling Bullying DfE 2017
The Equality Act 2010

It should be read in conjunction with:

Children's Anti Bullying Policy
Safeguarding Policy
Positive handling and restraint Policy
Behaviour Policy
PSHE Policy
Complaints Policy,
Acceptable Users Policy (AUP)
SEND Policy

Objectives of this Policy

- All Governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All Governors, 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.

At Steam Mills Primary School, we respect every child's need and rights to an environment where safety, security, praise, recognition and opportunity for taking responsibility are available. Bullying of any kind is unacceptable in our school. Our anti-bullying policy ensures that all our children can learn in a supportive, caring and safe environment without fear of being bullied. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a **TELLING** school. This means that *anyone* who knows that bullying is happening is expected to tell the staff, parents or a trusted adult.

Our aims are:

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

What is bullying?

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber bullying via text messages, social media or gaming which can include the use of images and video) and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, special educational needs or disabilities including mental ill health, because a child is adopted, Gypsy, Roma and Traveller, in care or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences.

Low-level disruption and the use of offensive language can also have an impact on its target.

We define bullying as physical or verbally aggressive behaviour that occurs 'Several Times on Purpose'. The school uses this definition to help children understand the seriousness of bullying compared to other unacceptable behaviours and provides the '**STOP**' acronym that leads to children knowing they should 'Start Telling Other People'.

Peer on Peer Abuse

Staff recognise that children are capable of abusing their peers. The Governing Body ensures that procedures to minimise the risk of peer on peer abuse are implemented (Safeguarding Peer on Peer Abuse Risk Assessment) and sets out how allegations of peer on peer abuse will be investigated and dealt with. Peer on peer abuse can take different forms: this is most likely to include, but may not be limited to, bullying (including cyberbullying), 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".

All staff should also be aware to the possibility of a member of staff bullying a child. Should anyone suspect that this is taking place this should be reported immediately to the Head Teacher. This also includes any incidents of adult bullying by staff or parents. If the Head teacher is suspected of bullying, the matter should be reported to the Chair of the Governing Body.

Bullying is not:

It is important to understand that bullying is not odd occasion falling out with friends, name calling, arguments or when the occasional 'joke' is played on someone. Children do sometimes fall out or say 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. We all have to learn how to deal with these situations and develop social skills to repair relationships.

Bullying is defined as Several Times on Purpose

Prevention

Our school's response to bullying does not start at the point at which a child is bullied. We have an ethos of good behaviour where pupils learn to treat one another and all adults in our 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.

Children and parents understand that we do not tolerate bullying and the children themselves create their own Anti Bullying policy. Through regular work in the classroom, all children understand our school's approach and the role that they play to prevent bullying.

Strategies we use to prevent bullying include:

- Participation in the National Anti-bullying week in November, when children discuss bullying and review and amend the school's policy.
- Regular discussions about acceptable behaviours ensuring all children know what procedures should be followed.
- Regular school assemblies focused around PSHE themes of bullying, friendship and expected behaviour and values.
- A commitment to the United Nations Convention on the Rights of the Child.
- The school has a clear behaviour policy that rewards positive behaviour. The school rules are clear and straightforward and focus on positive attitudes.
- Children are encouraged to help perpetrators and victims reflect upon their actions.
- Both children and parents are made aware of how to use the internet safely and of the possibilities of cyber bullying.
- Effective staff training, with all staff understanding the principles and purpose of the schools' policy
- Easy reporting procedures for children (STOP Box in class)
- Creating a safe environment where children can openly discuss bullying.

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.

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 bus
- begs 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
- 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 which are damaged or "go missing"
- asks for money or starts stealing money (to pay someone who has asked them for money)
- has dinner or other monies continually "lost"

- has unexplained cuts or bruises
- comes home hungry (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
- is 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 'Start Telling Other People'
- They are encouraged to report possible bullying to any member of staff they trust, a friend or a member of their family.
- Children may post a message in the 'STOP' box located in the classrooms to voice any concerns.
- The boxes will be checked every week by the class teacher or a member of the senior leadership team
- Children who are 'bystanders' are encouraged to support their peers by reporting any 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 wellbeing 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 in the school Parental/Carer Concerns/Bullying Folder – all instances of bullying will be recorded 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 Head Teacher where there are any concerns about children's behaviour.

Reporting Procedures - Parents

- Parents are encouraged to share any concerns with their child's class teacher or a member of senior management.
- 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 or 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 a counsellor may be considered appropriate.
- 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 may feel.
- Children that have bullied are supported to modify their behaviour – this may be through a report card, structured lunchtimes including pastoral support and involvement of parents to reinforce the unacceptable nature of bullying.
- 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 to 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 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.

Above all children are encouraged to 'Start Telling Other People', if they feel they are being bullied or if someone they know is being bullied.