



**Tredington Primary School  
Anti-Bullying Policy**

**We aim to develop in our children a passion for learning; strong moral, social and cultural values; a hard working 'Can do' attitude; the ability to communicate with others clearly and a desire to explore and understand the world around them.**

**Our school mission statement is:**

**Friends learning together.**

**Explore, create and share.**

**Date of Policy: November 2018**

**Date of Last Review: October 2019**

**Date of Approval: December 2019**

**Policy agreed by Tredington Primary School governing body in December 2019**

**Date for Next Review: November 2020**

**This Policy will be reviewed at least annually**

## **Introduction**

As a school we take bullying and its impact seriously. Pupils and parents should be assured that known incidents of bullying will be responded to. Bullying will not be tolerated. The school will seek ways to counter the effects of bullying that may occur within school or in the local community. The ethos of our school fosters high expectations of outstanding behaviour and we will consistently challenge any behaviour that falls below this.

## **Aims and objectives**

1. To express our belief that all pupils should be included fully in the life of the school.
2. To provide a learning environment free from any threat or fear, which is conducive to the achievement of individual aspirations.
3. To reduce and to eradicate, wherever possible, instances in which pupils are made to feel frightened, excluded or unhappy.
4. To reduce and to eradicate, wherever possible, instances in which pupils are subject to any form of bullying.
5. To respond effectively to all instances of bullying that are reported to us.
6. To establish a means of dealing with bullying, and of providing support to pupils who have been bullied.
7. To provide support for pupils who are accused of bullying, who may be experiencing problems of their own.
8. To ensure that all pupils and staff are aware of the policy and that they fulfil their obligations to it.
9. To meet any legal obligations which rest with the school.

## **Our definition of bullying**

Bullying is unacceptable behaviour used by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally. In other words, bullying at Tredington Primary School is considered to be, "Unacceptable behaviour which occurs 'Several times, on purpose'." (STOP)

Bullying can be short term or continuous over long periods of time.

It can take many forms but the main types are:

- Physical – hitting, kicking, taking another's belongings
- Verbal – name calling, insulting, making offensive remarks
- Indirect – spreading nasty stories about someone, exclusion from social groups, being made the subject of malicious rumours, sending malicious e-mails or text messages on mobile phones/social networking sites.

Some forms of bullying are attacks not only on the individual, but also on the group to which he or she may belong. Within school we will pay particular attention to:

- Racial harassment and racist bullying
- Sexual bullying
- The use of homophobic language

- Bullying of pupils who have special educational needs or disabilities

### **Creating an Anti-Bullying climate in our school**

Our school's Behaviour Policy explains how we promote positive behaviour in school to create an environment where pupils behave well; where pupils take responsibility for each other's emotional and social well-being; and where they include and support each other.

We also draw on the school's Curriculum and PSHE materials (Personal, Social and Health Education) to promote appropriate behaviour through direct teaching, and by creating an emotionally and socially safe environment where these skills are learned and practised. Our aim is to create a climate where bullying is not accepted by anyone within the school community.

Our curriculum is used to:

- Raise awareness about bullying and our anti-bullying policy
- Increase understanding for victims and help build an anti-bullying ethos
- Teach pupils how constructively to manage their relationships with others

Circle Time, assemblies, PSHE lessons, role-play, children are consulted through in-school pupil questionnaires, Anti-Bullying days, drama workshop and stories are used to show what pupils can do to prevent bullying, and to create an anti-bullying climate in school.

Posters around school will tell pupils what to do if they are bullied, or see others being bullied, and about Childline and other sources of confidential help.

Our School Council offers a forum in which concerns about bullying can be discussed on a regular basis. The School Council have had input with the Anti-bullying policy and have discussed prevention strategies. They would like to:

- Make sure the friendship bench in the playground is being used effectively.
- Implement a Y5/6 Oracy Buddy that all children are aware of and can go to for support.
- To have a box of worries in the school where children can anonymously post any concerns they have to PSHE lead teacher.
- To have a Wow Wall in each class where children can celebrate positive behavior and friendship as well as out of school achievements.

We will ask pupils whether they feel safe in school and we will supervise, and try to eliminate any unsafe areas which they report to us.

We will provide regular training/reminders for teachers and non-teaching staff on spotting the signs of bullying and how to respond to it.

### **Responding to bullying at Tredington Primary School**

All known/reported incidences of bullying will be investigated by the class teacher or by a senior member of staff.

Work with children who have been bullied could involve some or all of the following:

- They will be reassured that they do not deserve to be bullied and this is not their fault.
- We will assure them that it was right to report the incident.
- We will encourage them to talk about how they feel.
- We will try to ascertain the extent of the problem.
- We will engage them in making choices about how the matter may be resolved.
- We will try to ensure that they feel safe.
- We will discuss strategies for being safe and staying safe.
- We will ask them to report immediately any further incidents to us.
- We will affirm that bullying can be stopped and that our school will persist with intervention until it does.
- We will involve their friends / older pupils in peer support / friendship buddy system/ mediation

We may then adopt strategies from the following list as appropriate:

- We will interview the pupil (or pupils) involved in bullying separately.
- We will listen to their version of events.
- We will talk to anyone else who may have witnessed the bullying.
- We will reinforce the message that bullying is not acceptable, and that we expect bullying to stop.
- We will seek a commitment to this end.
- We will affirm that it is right for pupils to let us know when they are being bullied.
- We will adopt a joint problem solving approach where this is appropriate, and ask the pupils involved to help us find solutions to the problem. This will encourage pupils involved to take responsibility for the emotional and social needs of others.
- We will consider sanctions under our school's Behaviour Policy.
- We will advise pupils responsible for bullying that we will be checking to ensure that bullying stops.
- We will ensure that those involved know that we have done so.
- When bullying occurs, we will contact the parents of the pupils involved at an early stage.
- We will keep records of incidents that we become aware of and how we responded to them.
- We will follow up after incidents to check that the bullying has not started again.
- We will also work with pupils who have been involved in bullying others to ascertain the sort of support that they themselves need.
- The child displaying unacceptable behaviour, may be asked to genuinely apologise (as appropriate to the child's age and level of understanding)
- Wherever possible, the pupils will be reconciled.

In some cases, outside agencies may be requested to support the school or family in dealing with a child continually demonstrating unacceptable behaviour towards others. e.g. police, counsellor, Outreach Support.

In serious cases (this is defined as children displaying an on-going lack of response to sanctions, that is, no change in behaviour of the perpetrator and an unwillingness to alter their behaviour choices), removal from the group (Within the class), withdrawal of break and lunchtime privileges, withholding participation in school events that are not an essential part of the curriculum, support from behaviour outreach, counselling or even fixed or permanent exclusion will be considered.

During and after the incident(s) have been investigated and dealt with, each case will be recorded in the Bullying Log (See Recording Bullying section and Appendix 1) and monitored to ensure repeated bullying does not take place.

The Safeguarding Governors will be informed of any incidents recorded in the log along with incidents, sanctions and reconciliation.

### **Our responsibilities**

Everyone within school is expected to:

- Act in a respectful and supportive way towards one another, and adhere to and to promote the objectives of this policy.

Pupils are expected to:

- Report all incidents of bullying and suspected incidents that victims may be afraid to report.
- Support each other and to seek help to ensure that everyone feels safe and nobody feels excluded or afraid in school.

Parents can help by:

- Supporting our anti-bullying policy and procedures.
- Encouraging their children to be positive members of the school community.
- Discussing with their child's teacher any concerns that their child may be experiencing bullying or if they are unhappy in some other way.
- Helping to establish an anti-bullying culture outside of school.

Relevant policies: PSHE policy, Behaviour policy.

### **Appendix 1**

#### **Tredington Primary school Behaviour log**

**Date:**

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**Child(ren) displaying inappropriate behaviour:**

**Description of the incident:**

**Who was affected?**

**Action(s) Taken:**

**By whom:**

**Date:**

**Conclusion – final outcome/reconciliation:**