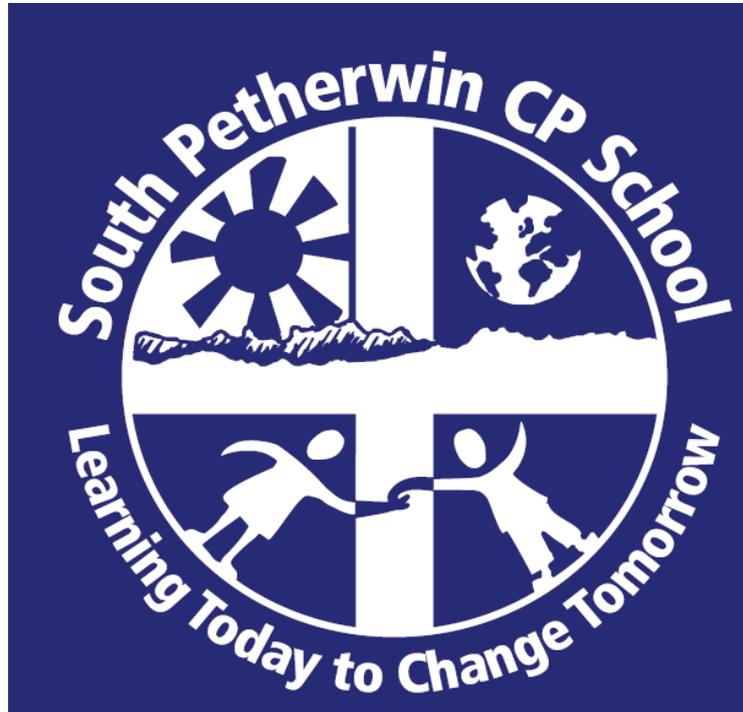


South Petherwin CP School



Anti-Bullying and Harassment Policy

Introduction

In our school everyone is seen as an individual with their own dignity and self-worth. Bullying (which takes these away) has no place here, and we must accept nothing less than a complete absence of it. Our priority is to look after each individual's welfare by providing a safe and secure environment for all. We expect everyone to behave with courtesy, common sense and respect for others. This should govern behaviour at all times. It follows, therefore, that we will not accept any form of bullying or intimidation by anyone within the school and local community.

Aims

The aims of our Anti Bullying are:-

- To make everyone feel safe when in their school environment.
- To support children's learning, play and interaction with others positively.
- To ensure that everyone is treated fairly, equally and with respect and dignity.
- To take all reported incidents seriously and deal with them sensitively.

Definitions

Bullying is behaviour that hurts someone else.

- **Emotional** being unfriendly, excluding, tormenting (e.g. hiding books, using threatening gestures)
- **Physical** pushing, kicking, hitting, punching or any use of violence
- **Racist** racial taunts, gestures, derogatory assumptions about race, culture, religion or beliefs
- **Sexual** unwanted physical contact or sexually abusive comments
- **Homophobic** because of, or focussing on, the issue of sexuality
- **Verbal** insulting, making offensive remarks, name-calling, sarcasm, spreading rumours, teasing
- **Cyber** bullying that happens online, using social networks, games and mobile phones. It can feel like there is no escape because it can happen wherever you are at any time of day or night.

Identifying bullying

At South Petherwin Primary School all children are made aware of '**STOP**', standing for **Several Times On Purpose**. If anyone feels this refers to their situation, then we would consider this as bullying.

Everyone has a responsibility to identify possible incidents of bullying and follow through the steps set out on page 2; involving the parent from step 1.

Children's attitude to bullying and derogatory remarks of any kind

Children's understanding of bullying varies with age. Young children may confuse bullying with any 'nasty experience'. As children mature they become more able to recognise bullying as being something different from a one off incidents. It is our role, with parents, to educate children about dealing with and identifying bullying.

The children of South Petherwin School have devised an '**Anti-Bullying Charter**' which is regularly referred to and updated. This can be found in Appendix 1 and is also displayed on our website.

Parental involvement - what can a parent or carer do?

It is important to remember that an incident that has occurred, at school, between two or more children may not be bullying. An automatic referral to the word 'bullying or asking a child the question 'Are you being bullied?' can cause undue distress not only to a parent or carer's own child, but to all the children involved. Bullying is an emotive subject for most parents and carers therefore the school advises parents and carers not to contact any other parties involved directly and instead approach the school who will support you in the following way.

Steps for parents to take:

Step	Action
1	Listen to your child and remain calm. Check all the facts – is it bullying or friendship problems? Encourage your child to talk to an adult at school so they can help resolve the situation.
2	Inform the class teacher about your concern regarding a dispute between your child and another child/group of children.
3	Allow the class teacher to investigate the situation and respond to you within 2 working days.
4	If the incident isn't resolved or the same incident occurs again in a short space of time (less than a week) return to the class teacher immediately.
5	A meeting will be arranged to discuss the situation with the class teacher and the headteacher.
6	If the incident is considered bullying, a thorough investigation will follow. A full report, usually verbal, will be given to the parent who raised the concern. Regular follow up will happen to ensure that bullying does not reoccur.

All incidents reported at stage 5 will be recorded in the bullying and harassment log and reported to governors in the Headteacher's Report.

Action the school will take

If an incident of bullying, harassment or racism has been confirmed, the school will take the incident seriously and will act as quickly as possible. No one in the school will condone or ignore bullying of any nature and anti-social behaviour will not be tolerated.

It is important to distinguish between bullying behaviour and an outright condemnation of the whole person. Bullying behaviour is often an expression of inward distress, the passing on of negative behaviour, confusion about one's own worth or a need to bolster self-esteem. Therefore, we will use 'Trauma Informed Schools' (TIS) approaches to prevent and eliminate further occurrences of this behaviour. The TIS Practitioner will help the child understand their feelings whilst also letting them know that their behaviour is unacceptable. We will work closely with the parents and it will be school practice to inform parents if their child has been involved in incidents of bullying.

The school's behaviour policy should be read in conjunction with this policy.

If the above fails, parents will be informed that if the bullying behaviour continues then their child will face the possibility of being excluded from school either temporarily or permanently depending on the nature of the incident(s). As a final resort, when all other approaches have failed the school may be forced to exclude a pupil. In all cases of exclusion the school will follow the procedures laid down by the Local Authority.

Preventing bullying and harassment

Our school is a positive environment and we aim to promote self-esteem. We are proactive and a number of strategies exist within our school to help prevent bullying behaviour. These include:-

1. The promotion of the school's aims and values.
2. A shared understanding of the school's diamond rules.
3. The encouragement of positive behaviour as outlined in the school's positive behaviour policy.
4. Taking part in events such as anti-bullying week and internet safety day.
5. Marking cultural events through the assembly calendar and using diverse role models.
6. Use of curriculum time to deliver 'R Time', SEAL, circle-times and PSHE.
7. Involving children in developing and reviewing their Anti-Bullying Charter

8. Providing appropriate safeguarding training for staff and volunteers.
9. Providing protective factors and being emotionally available adults, using the Trauma Informed Schools (TIS) approach
10. Developing emotional resilience through Growth Mindset
11. Children's worries can be shared confidentially via the 'I wish my teacher knew' boxes.

Whole School Approach

This Anti-Bullying Policy is for all of our school community. If it is to be effective everyone in the school must use it with consistency in their day to day lives.

It is vital that the class teacher informs key staff members, for example, lunchtime supervisors and teaching assistants about an alleged bullying, harassment or racist incident and record it appropriately. This will ensure that the situation can be monitored thoroughly and accurate information provided to the parent or carer when the initial investigation is reported back to them.

Monitoring, Evaluation and Review

- The Headteacher will report any incidents of bullying in their report to governors.
- The School Council will review this policy during anti-bullying week.
- Learning families will review their Anti-Bullying Charter during Learning Forums
- Annual training for Year 6 Playleaders will be given to support play at lunchtimes.
- Pupil, parent and staff surveys will be used to gain feedback from all of the school community
- Informal discussions with members of staff, parents and children will inform reviews.
- This policy will be formally reviewed by the governors every three years
- Evaluate will include the following measures:
 - The numbers of incidents that are reported to staff over a given period.
 - Pupils' perceptions of bullying in school through structured discussions in class time.
 - The number of days of absence which are thought to arise as a consequence of bullying.
 - Investigation of patterns of absence to ensure that children are not taking unnecessary days off school due to fear of being bullied.
 - The number of complaints and compliments that we receive from parents.
 - From the comments made by visitors and other people connected with the school.

Help from Outside Agencies

Remember the following contacts can be useful when seeking help:-

- Childline 0800 1111 <https://www.childline.org.uk/info-advice/bullying-abuse-safety/>
- Bullying UK 0808 800 2222 <https://www.bullying.co.uk/>
- Anti-Bullying Alliance <https://www.anti-bullyingalliance.org.uk/>
- NSPCC 0808 800 5000 <https://www.nspcc.org.uk/preventing-abuse/child-abuse-and-neglect/bullying-and-cyberbullying/>
- Kidscape <https://www.kidscape.org.uk/>
- Bullybusters 0800 169 6928 <http://www.bullybusters.org.uk/>
- The Cybersmile Foundation <https://www.cybersmile.org/>
- Anti-bullying Cornwall - 0800 5875991 or e-mail: abc@vscornwall.org.uk
- Cornwall Anti-racism Project 07881 551320
- Victim Support Cornwall 0845 0567 999 e-mail: support@vscornwall.org.uk

This policy is to be cross referenced with the School Mission Statement, Behaviour policy, Safeguarding policy, Whistleblowing policy and E-Safety policy, to protect adults and children from any incidents of bullying



SOUTH PETHERWIN CP SCHOOL

Our Anti-Bullying Charter



**The children of our school all believe in working towards an anti-bullying environment.
We all deserve to be safe and happy.**

Our definition of bullying behaviour:

Bullying can be words or physical actions that are deliberate and repeated over time to make someone else feel uncomfortable about themselves.

STOP: Several Times On Purpose

Our advice is: **If you are bullied ...**

- Be firm and clear, strong and reasonable – say **'stop it please, I don't like it'**
- Leave the situation
- Let someone know
- Don't blame yourself

As soon as possible ...

1. Tell an adult at school
 2. Tell an adult at home
- (If you find this difficult, ask a friend to help you)

Be clear about ...

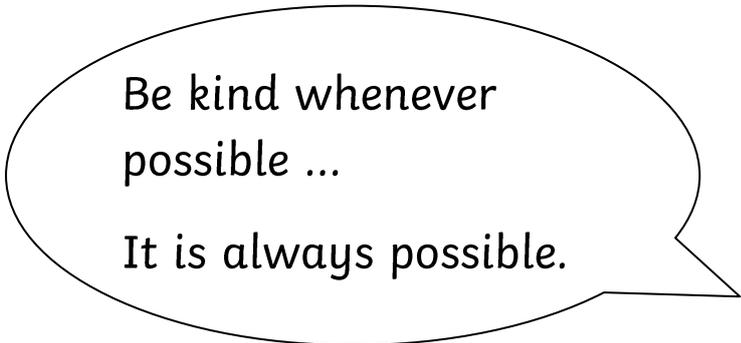
- What has happened
- How often it has happened
- Where and when it happened
- Be honest – don't exaggerate
- Was anyone else watching?



Stop it please,
I don't like it.

How do we stop bullying?

- We will not let bullying behaviour carry on.
- We will follow our Diamond Rules and **care for everyone and everything.**
- We will look out for each other
- We will be kind
- We will be respectful of everyone's feelings



Be kind whenever
possible ...
It is always possible.

South Petherwin CP School
Learning Today to Change Tomorrow



"Be kind
whenever possible.
It is always possible"
- The Dalai Lama

Appendix 2:

Action Research

Notes for Teachers and Parents when dealing with suspected bullying

OBSERVE...LISTEN...ACT...REMEMBER

The first and often most difficult hurdle to overcome is that of accepting that there is, possibly, the problem of bullying with a child at a school. Once it has been brought into the open, the way should be made clear for everybody to work together, without recriminations and without being confrontational. By making it clear that anti-social behaviour will not be condoned by anyone, there will be nowhere for the bully to hide. It is normally only after every avenue has been explored using a “no blame approach” that other responses can be considered. If the event is particularly violent or no perceived improvement is noted and bullying continues, the Headteacher may well decide that exclusion is the only way to protect the pupil population of the school.

The following suggestions have not been separated into actions to be taken by the pupils, by the parents, by the staff, by the Headteacher or the Governors. It is the combination of action from all stakeholders that will bring about the greatest results.

OBSERVE ... Look for changes in behaviour, patterned absenteeism, unaccustomed excuses and anything unusual. Having said that, don't jump to conclusions from what might be just a one-off incident ... continue to observe.

LISTEN ... with empathy and tact. Provide a quiet area where the pupil can talk to someone they can trust. There may well be a genuine problem which desperately needs sorting out quickly. It may be the problem is largely imaginary but that will make it none the less distressing; it may even be in some cases a form of attention seeking but that too needs investigation to discover the cause of this need. Handle any confidential information with sensitivity. Make every pupil feel valued.

ACT ... do something positive. Provide good role models, safe havens, programmes on conflict resolution, assertiveness training. Keep the pupils involved, get their suggestions. Once identified, restrict the opportunities the bully has for bullying. Break up troublesome groups. 'Police' problem areas. Encourage pupils to accept individual differences; not to put themselves in a position where they might get bullied; try to get them to ignore jibes and not to respond. Instil in the pupils that it is vitally important to TELL someone if they are experiencing problems, tell someone in whom they have confidence, which could be a member of staff, or another friend and not just tell but make sure action is taken. Be persistent until it is!

REMEMBER ... there is no 'magic wand' to stop bullying. The physical violence or 'baseball bat' approach to bullying does not work in the long term. Quite often, the individual who is experiencing bullying can, perhaps inadvertently, be the cause of the bully's response, because they call out or say things which results in the unwelcome response from the bully. It is also worth remembering that students who experience bullying can often, later, become bullies themselves.