

Adopted: July 2017
Next Review Date: July 2020



E21C Trust Primary School

Anti-Bullying Policy

This Policy has been written in relation with 'Keeping Children Safe in Education' September 2016.

Our Philosophy

We take bullying seriously. Pupils and parents are assured that they are supported when bullying is reported.

At the Trust Primary Schools we aim to provide a safe, caring and friendly environment for all our pupils to allow them to learn effectively, improve their life chances and help them to be the best they can be. We would expect pupils to feel safe in school, including an understanding of the issues relating to safety, such as bullying. We also want them to feel confident to seek support from school should they feel unsafe.

Bullying is unacceptable behaviour. It happens in all schools and many young people are involved at some time. Our schools are committed to creating a safe environment where pupils can learn, achieve and can talk about their worries confident that they will be listened to and helped.

It is made clear to pupils, staff, parents and the Local Governing Body, that, when bullying happens we will work as a community, in accordance with the policy set out in this document, to ensure the safety of the victim and endeavour to support improved behaviour from the bully.

What is Bullying?

It is the wilful, persistent, conscious desire to hurt, threaten or frighten someone. Bullying is an abuse of power. There are two significant factors in bullying: a power imbalance in favour of the aggressor; a victim who cannot match that power. A person is bullied when he or she is exposed regularly and over time to negative actions on the part of one or more persons.

Appendix 1 sets out more detail.

School Objectives

- All staff, the Local Governing Body, pupils and parents understand what comprises bullying.
- We establish an anti-bullying culture which we monitor once a year through surveys, including pupil voice.
- Pupils are encouraged to report incidents of bullying, and we support pupils who do.
- Through our culture we will all - teachers, parents, pupils - work together to prevent bullying behaviour. Appendix 2 explains how.

How we deal with unacceptable behaviour

Generally

- A record of bullying incidents is to be kept in a standardised format by the Behaviour Lead who is a Senior member of staff.
- Pupils are made aware of the existence of Place2Be post-boxes around the school. Pupils can drop a form into this box to request support. Forms will be collected by the Place2Be School Based Manager, read and acted upon as appropriate.
- Victims might report bullying to any member of staff *at any time*. There needs to be consistency in the procedures which then follow.

Dealing with incidents

- Bullying and any threats of bullying must be dealt with as soon as possible.
- Efforts should be made from the outset to encourage the pupil to identify the perpetrator.
- If the problem can be dealt with immediately, then deal with it there and then.
- The Class Teacher, and if necessary, a more Senior member of staff will use their professional judgement to deal with the incident.
- Pupils who repeatedly bully are to be identified using the electronic records so that firm action (including exclusion) can be taken where necessary.
- If a serious case of bullying comes to light, staff are to take the victim to the Head immediately. If the Head of School is not available, staff should take the pupil to the Deputy Head.

Records

- All incidents will be recorded in a bullying log maintained by the Behaviour Lead
- The Behaviour Lead will regularly review the bullying logs, in addition to the school's behaviour records, to identify possible patterns.
- Each incident and case of bullying will be reviewed and considered by the Senior Leadership Team.

Outcomes

- There is no one size fits all – each case will be carefully considered and dealt with in the context of the circumstances.
- The bully should be encouraged to apologise to the victim. If a face to face meeting is not always appropriate, a written apology must suffice.
- An appropriate sanction should be placed upon the bully – if behaviour does not improve.
- The bully will be encouraged and helped to change their behaviour to stop future incidents occurring.
- Some bullies and victims can be supported by the Place2Be service.
- If possible, the bully and the victim should be reconciled. This is not necessarily an easy process and caution should be exercised. The main thing is ensuring the behaviour stops and the victim is safe. The views of the bullied pupil regarding any reconciliation meeting are paramount.
- Where appropriate, parents [of the bully] will be informed and may be expected to attend a meeting.
- If necessary, and appropriate, the police will be consulted.
- In serious cases of bullying, exclusion will be considered if it is deemed necessary and appropriate.
- The school will keep the parent of the victim informed of outcomes.
- After any case of bullying has been dealt with, each case will be monitored in order to ensure bullying does not recur. This is the responsibility of the Behaviour Lead in each incident.
- Staff can monitor victims and bullies through follow-up conversations.

Summary

Bullying is unacceptable and is conduct that will not be tolerated by the school. We will do everything possible to prevent bullying, and take decisive action to support our pupils where we find bullying behaviour.

What is Bullying?

Definition

According to the DfE in 2011: "Bullying is behaviour by an individual or group, verbally represented over time, that intentionally hurts another individual or group either physically or emotionally."

(Preventing and tackling Bullying, Advice for School Leaders, Staff and Governing Bodies, 2011, DfE)

Behaviours types that can be or become bullying

- Emotional - being unfriendly, excluding, tormenting (e.g. hiding belongings, threatening gestures).
- Cyber-Bullying - Any means of using technology (texting/BBM/emailing/using camera phones/chat rooms/prank calling or voice mailing, or other technologies) that is designed to upset or distress the receiver.
- Physical - pushing, kicking, hitting, punching or any use of violence.
- Racist - racial taunts, graffiti, gestures.
- Sexual - unwanted physical contact or sexually abusive comments, sexually explicit graffiti.
- Homophobic - because of or focussing on the issue of sexuality.
- Verbal - name-calling, sarcasm, spreading rumours, teasing.

Some forms of bullying are illegal and it may be necessary to report them to the police:

- Violence and assault
- Theft
- Repeated harassment or intimidation e.g. name calling, threats and abusive phone calls, emails or text messages.
- Hate crimes

Signs of Bullying

Sometimes when a pupil is bullied they may display certain signs of behaviour which may indicate they are being bullied. Some of these are listed below:

- A pupil is unwilling to attend school ('school phobic') or begins to arrive at school very early or late.
- A pupil feels ill in the mornings.
- A pupil truants from school.
- A pupil begins to do poorly in school work.
- A pupil becomes aggressive, disruptive or unreasonable.
- A pupil is bullying other pupils or siblings.
- A pupil becomes distressed and anxious, becomes withdrawn, starts stammering, lacks confidence, stops eating.
- A pupil is frightened to say what is wrong.
- A pupil has money or other possessions that get lost on a regular basis.
- A pupil has unexplained cuts or bruises or is seen regularly with clothes or books destroyed.
- A pupil attempts or threatens suicide.

This is by no means an exhaustive list. These are signs and could indicate other problems, but bullying will always be considered and ruled out in the first instance.

What we do to prevent bullying

Prevention – Staff

- All staff have a role to play in the prevention of bullying.
- Staff should encourage all pupils to report any incidents of bullying.
- Staff should be prepared to listen to pupils when they are willing to talk about bullying.
- Pupils should be made aware of sources of support through assemblies, Place2Be, circle time and PSHE & Citizenship.
- Children are encouraged to use the STOP definition of bullying which describes bullying as acts which happen **Several Times On Purpose**. Children are encouraged to **Start Telling Other People** if they are being bullied.

Prevention – Pupils

- All pupils have a role to play in the prevention of bullying.
- Wherever possible, pupils will be encouraged to support each other and listen to each other. This is accomplished through the staff, lessons, assemblies, the curriculum and Place2Be.
- Pupil bodies (i.e. school council and prefects) work towards establishing an anti-bullying culture.
- All pupils will be encouraged to take responsibility in aiming to ensure that negative actions are not acceptable. This responsibility is to be school wide. Pupils must appreciate their responsibility in not being a bystander.

Prevention – Parents

- Parents have a key role in identifying the signs of possible bullying. Appendix 1 sets out key examples.
- Parents are encouraged to raise concerns about incidences of bullying. Concerns can be reported to Class Teachers. Letters to the Teacher, emails via admin and phone calls via the school office to the Teacher can be used to do this. Members of the local community may inform the school of any bullying issues they may witness outside of the school via the admin email.

Resolution meetings might take place – these may include outside agencies when appropriate, i.e. parents, school liaison police officer.