



Summerville Primary School Anti-Bullying Policy

Date	September 2016
Review Date	September 2019
Designated Governor	Gail McNally
Signature	
Chair of Governors	Michelle Duval
Signature	
Head Teacher	Joanne Jordan
Signature	

Equality Statement

As a school we welcome our duties under the Equality Act 2010. The general duties are to:

- eliminate discrimination, harassment and victimisation
- advance equality of opportunity
- foster good relations

We review all policies and procedures we operate to ensure there are no negative equality impacts based on age, disability, gender, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief and sexual orientation as outlined in the Equality Act 2010. If you feel, on reading this policy, that there may be a negative equality impact, please tell us about this. Please also let us know if you need to access this policy in a different format. You can do this by contacting the school office.

Statement of Intent

We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. 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.

Objectives of this Policy

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All Staff, 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, Parents and Staff should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated, whether by Pupils, Parents or Staff.

This policy is linked to the

- Safeguarding policy
- Child Protection policy
- Equality and Diversity policy
- Behaviour policy
- SEN and Inclusion policy
- E Safety Policy
- Acceptable Internet Use Policy
- Positive Handling Policy

What Is Bullying?

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

Bullying can be:

- **Emotional** being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- **Physical** pushing, kicking, hitting, punching or any use of violence
- **Racist** racial taunts, graffiti, gestures, insulting race, religion or culture
- **Sexual** unwanted physical contact or sexually abusive comments, sexist or sexual bullying,
- **Homophobic** because of, or focussing on the issue of sexuality
- **Verbal** name-calling, sarcasm, spreading rumours, teasing
- **Cyber** all areas of internet ,such as email & internet chat room misuse mobile threats by text messaging & calls misuse of associated technology , i.e. camera & video facilities
- **SEN/Disabilities** because of, or focussing on ability or appearance and health conditions

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 school / public 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 bully)

- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (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 & 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

The best way to deal with bullying is to prevent it in the first place by:

1. Pupils taking part in lessons on developing positive relationships and social skills with others during PSHE/SEAL, P4C and Circle Time sessions.
2. Sessions highlighting 'bullying' – **emphasise the need to tell a member of staff or trusted Adult if they witness or experience any bullying.**
3. Modelling of positive relationships/behaviour by staff.
4. Praise and awards for positive behaviour.
5. Posters around the school which informs what type of behaviour is expected.

Reporting systems for pupils and parents

We encourage pupils to report bullying in confidence using a variety of methods. However, if pupil safety is a risk then school staff cannot keep the information confidential. Staff will use their judgement as to how to speak to the pupil about this.

Pupils: - the pupil version of the Anti-Bullying Policy advises what to do when they have been bullied or witnessed it.

- Posters around the school which gives examples of bullying behaviours and informs the pupils what to do when they have been or witnessed any bullying.
- Place2talk (play therapy service available to children from Year 1-6)
- Anti-Bullying Ambassadors
- Peer Mentors
- Learning Mentor has an open door policy
- Report to someone they trust

Parents: - If you suspect your child is being bullied or has witnessed an incident

- Phone school and speak to Learning Mentor or Head/Deputy/Assistant Head Teacher
- Report the bullying to child's class teacher
- Reassure their child that they have made the right choice to tell and support them
- Advise their Child not to retaliate violently

Procedures to follow when an incident of bullying has occurred

The following steps will be taken when dealing with incidents of bullying:

- If bullying is suspected or reported, the incidents will be dealt with immediately by the member of staff who has been approached and the Learning Mentor (Anti-Bullying Coordinator) is informed.
- A clear account of the incident will be recorded and given to the Head Teacher, Anti Bullying coordinator or member of Senior Leadership Team, this will be kept on file
- The Staff Member will interview all concerned and will record the incident
- The child's teacher will be kept informed and if necessary other members of staff will be notified.
- Parents/carers will be kept informed and if necessary asked to come into school to discuss the situation.
- The behaviour policy will be followed and steps will be taken as appropriate and everyone involved will be told what is going to happen.
- Close and continual monitoring of the people involved in a bullying incident will take place and be recorded on SIMs and reported to the Local Authority.
- Behaviours will be recorded on concern forms and stored on file to monitor best practices.
- If necessary and appropriate, police will be consulted
- After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Pupils who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experiences with a member of staff he/she feels comfortable talking to.
- Reassuring the pupil that none of it is his or her fault
- Offering continual support by Learning Mentor or Place2be (play therapy service)
- Peer mentor support

Pupils who have bullied:

- The behaviour policy will be followed and appropriate steps will be taken
- Talk about what happened
- Discover why it happened
- Referral to Place2be
- In some cases referral to outside agencies for specialised support (e.g. Youth Offending Team on Anti-social behaviours/racist bullying/work within the community)
- If appropriate use Restorative Practices to allow both parties to discuss the situation and resolve any issues
- Establish the wrong doing and need to change
- Inform parents/carers to help change the attitude of the pupil

The following steps can be taken in accordance to the behaviour policy:

- Parent/carer of the child will be invited into school to discuss the issue
- Behaviour Plan
- Time out from class
- Exclusion from certain activities

- Minor fixed term exclusion
- Permanent exclusion (in extreme circumstances)

Prevention

We will use KIDSCAPE methods for helping children to prevent bullying. As and when appropriate, these may include:

- restorative justice
- writing a set of school rules
- signing a behaviour contract
- writing stories or poems or drawing pictures about bullying
- reading stories about bullying or having them read to a class or assembly
- making up role-plays (or using KIDSCAPE role-plays)
- having discussions about bullying and why it matters (SEAL and P4C)
- regular Circle Times
- posters around school highlighting bullying behaviours and how to report if you are being bullied or see anyone else being bullied
- trained peer mentors
- Anti-Bullying Ambassadors
- Taking part in Anti-Bullying Week

Roles and responsibilities of the Head, governors and other staff, parents and pupils:

- To promote a school climate where bullying and violence are not tolerated and cannot flourish;
- To continually develop best practice based on knowledge of what works;
- There is a review of the school anti-bullying policy every three years and, as a result, the policy and procedures are updated as necessary
- Curriculum opportunities are used to address bullying;
- All staff takes part in relevant professional development and are clear about their roles and responsibilities in preventing and responding to bullying;
- All staff are aware of the importance of modelling positive relationships;
- Data systems gather useful information about the effectiveness of the anti-bullying work and this data is used for monitoring and evaluation and is shared with the school community - – questionnaires are sent to parents and pupils in order for the school to self-assess
- To work in partnership with parents, other schools, Children's Centre and with Children's Services and community partners to promote safe communities.

For parents:

- They are clear that the school does not tolerate bullying;
- They are aware of procedures to use if they are concerned their child is being bullied or does not feel safe to learn, including the schools complaints procedure;
- They have confidence that the school will take any complaint about bullying seriously and investigate/resolve as necessary and that the school systems will deal with the bullying in a way which protects their child;
- They are clear about ways in which they can complement the school on the anti-bullying policy or procedures.

For Pupils:

- Report to staff or a trusted Adult if they are being bullied or they have witnessed bullying
- Refrain from becoming involved in any kind of bullying
- Help another pupil who is being bullied, unless it is unsafe to do so

Monitoring, evaluation and review

The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school. The policy is available on the school website.

The Governing Body will review this policy every three years.

Support Agencies

Anti-bullying Alliance - the alliance brings together over 60 organisations into one network with the aim of reducing bullying. Their website has a parent section with links to recommended organisations who can help with bullying issues

www.anti-bullyingalliance.org.uk

Kidscape
www.kidscape.org.uk
02077303300

Childline – advice and stories from children who have survived bullying
08000 1111

Bullying on line
www.bullying.co.uk

Parentline Plus – advice and links for parents www.parentlineplus.org.uk
08088002222

Parents Against Bullying

01928 576152

Useful sources of information

Stonewall - the gay equality organisation founded in 1989. Founding members include Sir Ian McKellen. www.stonewall.org.uk.

Cyberbullying.org - one of the first websites set up in this area, for young people, providing advice around preventing and taking action against cyberbullying. A Canadian based site www.cyberbullying.org

Chatdanger - a website that informs about the potential dangers online (including bullying), and advice on how to stay safe while chatting www.chatdanger.com

Think U Know - the Child Exploitation and Online Protection Centre (CEOP), has produced a set of resources around internet safety for secondary schools www.thinkuknow.co.uk

Know IT All for Parents – a range of resources for primary and secondary schools by Childnet International. Has a sample family agreement www.childnet-int.org/kia/parents