

Anti-Bullying Policy



May 2015

ANTI-BULLYING POLICY

‘At Thornton, we all have the right to feel safe’

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. If pupils *don't tell* when bullying issues arise, bullying issues cannot be dealt with, leaving the victim unhappy and the bully empowered to continue bullying.

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 or the internet), and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, or because a child is adopted or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences.

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
- Sexual unwanted physical contact or sexually abusive comments
- Homophobic because of, or focussing on the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Cyber - all areas of the internet, such as email & internet chat room misuse, mobile threats by text messaging & calls
- Misuse of associated technology, i.e. camera & video facilities

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.

It is bullying if it is done repeatedly and on purpose. Whenever the opportunity arises, it must be made profoundly clear that we will **not** tolerate bullying at Thornton Primary School. We are committed to providing a caring, friendly and safe learning environment for all our pupils so that they can grow and learn in a relaxed and safe environment.

Why do we tackle Bullying?

We tackle bullying because we are an effective, caring school and we believe that:

- Bullying makes people unhappy and leads to low self-esteem
- Pupils who are being bullied are unlikely to concentrate fully on their schoolwork.
- Some pupils avoid being bullied by not attending school.
- Pupils who observe unchallenged bullying behaviour may copy this.
- We wish to build the self-esteem of all pupils, especially those who have bullied and victims.

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 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.

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
- 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 (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

Procedures

Dealing with incidents of bullying is the responsibility of every member of staff.

1. Report bullying incidents to staff.
- 2. In cases of serious bullying, the incidents will be recorded by staff on a Bullying/Racist Incident sheet and given to Miss Rochester DSL (see attached sheet, also located on notice board in staffroom).**
3. Bullying incidents should also be recorded in the Bullying/Racist Incident Log by a member of SLT.
4. Parents must be informed and will be asked to come in to a meeting to discuss the problem.
5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.
6. An attempt will be made to help the bully (bullies) change their behaviour.

Outcomes

- 1) Discussions at length with the victim, requires patience and understanding.
- 2) Investigate background and obtain witnesses if possible, involve a member of SLT if required.
- 3) Discussions with the bully, which may include a member of SLT. Make clear that bullying at Thornton Primary School is not acceptable.
- 4) Parents of all parties should be contacted and informed.
- 5) The bully (bullies) may be asked to genuinely apologise. Other consequences may take place in line with the school's Behaviour For Learning Policy.
- 6) In serious cases, lunchtime, fixed-term or even permanent exclusion will be considered.
- 7) If possible, the pupils will be reconciled
- 8) After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Prevention

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

- Teaching pupils to recognise what does, and what does not, constitute 'bullying'.
- Ensuring all children know what the school policy is on bullying and what to do if bullying occurs.
- Incorporating the teaching of anti-bullying strategies into regular classroom activities such as Circle Time.
- Full integration of the PSHE and citizenship Framework into our curriculum
- Using class, year group and Key Stage assemblies to reinforce school policy.
- Training children to act as Peer Mediators to support peers to resolve differences and avoid conflict.
- Running anti-bullying and assemblies to enable a whole school focus on the issues.
- Whole school annual 'Anti-Bullying Week'.
- Consulting with children about incidents of bullying, i.e. type, frequency, location etc

Role of Parents

Parents have an important part to play in our Anti-bullying Policy. We ask parents to:

- Look out for unusual behaviour in their child – for example, not wanting to attend school, feeling ill regularly or not completing their work to the usual standard.
- Always take an active role in your child's education. Enquire how their day has gone, who they have spent time with, etc.
- Inform the school if you feel your child may be a victim of bullying behaviour. Your

complaint will be taken seriously and appropriate action will follow.

- Always inform the school and never approach another child in the playground or on their way home.
- Reinforce the school policy on bullying and ensure your child is not afraid to ask for help. Do not advise your child to fight back or to repeat bullies' behaviour. This will only make the situation worse.
- Tell your child it is not their fault they are being bullied.
- If you know your child is involved in bullying, please discuss the issues with them and inform the school. The matter will be dealt with appropriately and in partnership with you.

Monitoring and Review

The implementation of this policy will be monitored by the Senior Leadership Team through reviews of behaviour/incident logs, staff and pupil discussions.

The policy will be reviewed annually and in consultation with Governors, Pupils, Parents and Staff.

Reviewed by: Miss Rochester Acting Assistant Headteacher November 2015

Next Review: November 2016

Information and support for Children

Anti-Bullying Alliance

A coalition of organisations and individuals committed to stopping all forms of bullying between children and young people. Website contains information and advice relating to all forms of bullying.

[@ABAonline](http://www.antibullyingalliance.org.uk)

Childline

- 24 hour helpline for children and young people with concerns about bullying
- Online support for children and young people with concerns about bullying
- Website with information about bullying including a new short video to build the confidence of children that have been bullied

0800 1111

www.childline.org.uk@childline

Get Connected

Helpline for children and young People under 25

0808 808 4994. Also a text, email and webchat facility.

0808 808 4994

www.getconnected.org.uk

The Diana Award

(Anti-Bullying Programme)

- Website available to all with information, advice and good practice for young people, professionals and parents.
- Training across UK and Ireland:

Training targeting victims, perpetrators and bystanders. Young people can be trained to recognise bullying behaviour and its root causes as well to help their peers tackle bullying online and offline.

Professionals can be trained to lead on anti-bullying work and support a peer led programme/student team.

<http://www.diana-award.org.uk>

@DianaAward

EACH

(Education Action Challenging Homophobia) Action line for children and young people with concerns about homophobic bullying.

0808 1000 143

www.each.education

Stonewall

Website with information and advice tailored to under 21s who have concerns about homophobic bullying.

08000 502020

www.stonewall.org.uk

@stonewalluk

The Child Exploitation and Online

Protection Centre (CEOP)

Website with information and resources for children and young people about staying safe online.

www.thinkuknow.org.uk

@ ThinkuknowUK

BULLYING INCIDENT REPORTING FORM

Person who reported the incident: _____ Date: _____

Pupil _____ Parent _____ Staff Member _____ Other (please specify) _____

Name of person being bullied: _____

Location of Incident: _____

Date of Incident: _____

Name of alleged bully: _____ Class: _____

Name of others involved: _____

TYPE OF BULLYING:

_____ **Physical Bullying** - hitting, kicking, shoving, spitting, other physical aggression

_____ **Verbal Bullying** - teasing, name calling, put downs, or other behaviour (in person or online) that would hurt others' feelings or make them feel bad

_____ **Emotional Bullying** - starting rumours, telling others to not be friends with someone, demeaning comments, intimidation, extorting, exploiting or other actions that would cause someone to be without friends

_____ **Cyber-bullying** - using an electronic medium to engage in any previously mentioned bullying

DESCRIPTION OF INCIDENT (please be specific - location, date, time)

Did you witness the event?

Signature of Pupil:_____

Signature of Staff Member:_____