

Anti Bullying Strategy

Reviewed July 2021

Next Review July 2023



Aim:

All schools have a duty to prevent bullying under the Education and Inspections Act 2006. The Equalities Act 2010 also places a duty on schools to eliminate unlawful discrimination, harassment and victimisation; advance equality of opportunity and foster good relationship between people who share a protected characteristic and those who do not share it.

Bullying is wrong and can cause significant harm to the well-being of any individual affected. Therefore, we work together as a community to eradicate bullying in order to provide a safe and secure environment where all can learn without anxiety. This policy aims to produce a consistent school response to any bullying incidents that may occur. The aims of this policy extend to all people working within the school, to create an atmosphere where bullying is discouraged and each individual feels cared for and value. This policy should be read in conjunction with the school Equality Policy which details our commitment to equality in the areas of gender, disability, race, religion, sexual orientation and community cohesion and the school's behaviour policy.

The Law

The bullying actions of harassment, discrimination, victimisation, physical abuse, emotional abuse, verbal abuse and sexual abuse can mean that the perpetrator is breaking the law. Other forms of bullying, such as cyber bullying and homophobia, can also lead to serious criminal proceedings. The police service will be informed of cases where the school suspects criminal acts may have taken place. Section 89(5) of the Education and Inspections Act 2006 gives head teachers the power to regulate pupils' conduct when they are not on the school premises. This means that any acts of bullying that take place outside school can be dealt with under the school's bullying procedures.

Safeguarding Under the Children Act 1989 and 2004, a bullying incident will be treated as a child protection concern when there is 'reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm'. In these cases, the school will inform the Multi-Agency Safeguarding Hub.

Definitions

Everyone at Whitley Abbey Primary School has the right to feel welcome, secure and happy. Only if this is the case will all members of the school community be able to achieve to their maximum potential. Bullying of any sort prevents this being able to happen and prevents equality of opportunity. It is everyone's responsibility to prevent this happening and this policy contains guidelines to support this ethos. Where bullying exists the victims must feel confident to activate the anti-bullying systems within the school to end the bullying. It is our

aim to challenge attitudes about bullying behaviour, increase understanding for bullied pupils and help build an anti-bullying ethos in the school. This document outlines how we make this possible at Whitley Abbey Primary School.

At Whitley Abbey Primary School, we discuss what bullying is, as well as incidents we would not describe as bullying, with all pupils through assemblies and PSHE lessons.

We agree that:

- Bullying can be physical hurting, name calling, nasty looks or leaving people out which can happen directly or indirectly in person or online.
- Bullying usually happens when the relationship is imbalanced.
- Bullying is usually on-going.

We help our children to understand what constitutes bullying using the language Rude, mean and bullying.

is it BULLYING?

When someone says or does something
unintentionally hurtful
and they do it once, that's
RUDE.

When someone says or does something
intentionally hurtful
and they do it once, that's
MEAN.

When someone says or does something
intentionally hurtful and they *keep doing it*-
even when you tell them to stop or show
them that you're upset—that's
BULLYING.

Bullying is not... It is important to understand that bullying is not the odd occasion of falling out with friends, name calling, arguments or when the occasional trick or joke is played on someone.

It is bullying if it is done several times on purpose (STOP).

Children 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 children'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. All bullying is damaging to those who experience it and to those who perpetrate and with this in mind, at Northlands, we will do our best to prevent it through ensuring that all children in the school are well aware of how dangerous and damaging it is, by rewarding girls and boys for caring and considerate behaviour, by supporting all victims of bullying and by taking firm action against those who are responsible for bullying.

Types of bullying

- Emotional; being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures), ridicule, humiliation.
- Verbal; name-calling, sarcasm, spreading rumours, threats, teasing, making rude remarks, making fun of someone.
- Physical; pushing, kicking, hitting, pinching, throwing stones, biting, spitting, punching or any other forms of violence, taking or hiding someone's things.
- Racist; racial taunts, graffiti, gestures, making fun of culture and religion.
- Sexual; unwanted physical contact or sexually abusive or sexist comments.
- Homophobic; because of focusing on the issue of sexuality.
- Online/cyber setting up 'hate websites', sending offensive text messages, emails and abusing the victims via their mobile phones.
- Any unfavourable or negative comments, gestures or actions made to someone relating to their disability or special education needs.

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Cyber-bullying support

The school recognises that with the continuous development of modern technology including handheld devices comes the growing risk for our pupils of being the perpetrator of, or victim of, cyber-bullying. We understand that this form of bullying, including the use of text messages, email and social media outside of school can be just as harmful as any other form of bullying. Through our PSHE and Computing curriculum, as well as through our whole school involvement in national events such as Anti-Bullying Week and Safer Internet Day, we will educate the children to behave responsibly on-line. We will endeavour to regularly inform parents through the newsletter, information letters, booklets and guidance of how to tackle the issues relating to cyber-bullying and how we will work with parents to tackle it. Our Online - safety ambassadors work along with our IT support to provide up to date information to individuals, groups, classes and parents on online-safety issues.

It is important to note that some forms of Cyber bullying may

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
- 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 (alongside safeguarding) should be considered a possibility and should be investigated.

Prevention Strategies:

Prevention is better than cure so, at Whitley Abbey Primary School, we will be vigilant for signs of bullying and always take reports of incidents seriously.

In addition to this we will:

- Teach children about the problems that can be caused by bullying
- integrate our teaching through the PSHE curriculum using the Social and Emotional Aspects of Learning (SEAL) documentation and the schools work on 'Protective Behaviours'
- Implement class rules at the beginning of the school year which promote positive behaviour and agree class expectations
- Take an active role in anti-bullying week
- Display materials which promote the school as an anti-bullying school e.g. displays, posters, children's work
- Promote anti bullying through our Whitley Character Values
- Promote positive behaviours through whole school strategies e.g. Do Jo points, stickers, small prizes or certificates – to reward positive/ kind/ empathetic behaviour.)

Actions if Bullying is suspected

All reported incidents of bullying will be investigated and taken seriously by staff members. A record will be kept on **CPOMs** along with names of any linked children. School staff supported by a member of SLT will work together to complete a thorough investigation.

In order to ensure effective monitoring of such occurrences, and to facilitate coordinated action, all incidents of bullying should be reported to the Head Teacher.

If bullying includes racist abuse or homophobic language, this should also be reported to the Head Teacher to be recorded on the CPOMs and reported to governors.

Incidents of bullying will be reported to governors on a termly basis through Performance and Standards Committee.

Upon discovery of an incident of bullying, as a future preventative strategy, we will discuss with the children the issues appropriate to the incident and to their age and level of understanding.

Action Taken Following an Incident of Bullying:

It should be remembered that the whole purpose of any action taken by staff against bullies is to enable all pupils to come to school and to enjoy a happy and secure environment. Parents, pupils and staff should be left in no doubt that bullying, in all its forms, will not be tolerated.

If bullying does occur:

Pupils who are bullying will be made aware that their actions are making other pupils unhappy in coming to school and that this goes against our school's values and the school rules. *

Pupils who have bullied need to know that these actions are not tolerated and should find ways to make amends through negotiation and discussion with the staff of the school.

Staff will deploy the usual behaviour policy sanctions.

If bullying persists:

·The bully, or groups of bullies, will be withdrawn from the playground or classroom for a period of time and their parents will be informed of the action that has been taken

Their behaviour will be monitored for a period of time so as to enable the school and home to work together to overcome problems (All incidents are logged on CPOMS)

·Ultimately, an exclusion from school may be given if the bullying behaviour does not stop – in line with the school's exclusions policy

It is important to note that bullying happens for a reason often linked to issues affecting the perpetrator. Whilst it is of utmost importance that relevant sanctions are in place to

discourage any further incident, it may be appropriate for the bully to receive a package of support including counselling.

Support for the Victim

Any child who has been found to be to have been victim to bullying, at any level, will receive a package of support to ensure that they feel safe in school. This may include:

- Counselling
- 1:1 Thrive work
- Buddy systems
- Communication systems
- Confidence building work ad self-esteem work
- Any opportunities requested by them, to support their well-being e.g. indoor options at playtimes

The role of the Governors:

The Governing Board supports the Head Teacher in all attempts to eliminate bullying from our school. The Governing Board will not condone any bullying in our school and any incidents of bullying that do occur will be taken very seriously and dealt with appropriately.

The Governing Board monitors incidents of bullying that do occur and reviews the effectiveness of this policy regularly.

The Governors require the school to keep accurate records of all incidents of bullying and to report to the Governors on request about the effectiveness of school anti-bullying strategies.

A parent who is dissatisfied with the way the school has dealt with a bullying incident can ask the Chair of Governors to look into the matter.

The Governing Board responds within ten days to any request from a parent to investigate incidents of bullying.

In all cases, the Governing Board notifies the Head Teacher, and asks him/her to conduct an investigation into the case, and to report back to a representative of the Governing Board.

The role of the Teacher and Support Staff:

All staff are encouraged to listen to the concerns of children. At Whitley Abbey we believe that bullying can happen anywhere. We maintain a culture of vigilance and teach our children to always report their concerns.

Sources of further information, support and help:

Act Against Bullying 0845 230 2560 www.actagainstbullying.com

Anti-bullying Alliance (ABA) 020 7843 1901 www.antibullyingalliance.org.uk

Anti-Network 0131 651 6103 www.antibullying.net

Beatbullying 0845 338 5060 www.beatbullying.org.uk

Childline 0800 11 11 (helpline for children) www.childline.org.uk

Childnet International 020 7639 6967 www.childnet.com

Kidscape 020 7730 3300 (General enquiries) 08451 205 204 (Adults only)
www.kidscape.org.uk

Mencap 0808 808 1100 www.mencap.org.uk

NSPCC 0808 800 5000 www.nspcc.org.uk

Parentline Plus 0808 800 2222 www.familylives.org.uk