

ETTINGTON CE PRIMARY SCHOOL

Reviewed September 2019



ANTI-BULLYING POLICY



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ANTI-BULLYING POLICY: UPDATED ANNUALLY

Introduction and Rationale:

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. The school will seek ways to counter the effects of bullying that may occur within school. The ethos of our school fosters high expectations of outstanding behaviour and we will challenge any behaviour that falls below this.

Our aims are:

- 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.

What Is Bullying?

Bullying is behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally. In other words, bullying is considered to be, “unacceptable behaviour which occurs ***lots of times, on purpose and without provocation.***”

Bullying can be:

- Direct or indirect
- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical pushing, kicking, hitting, punching or any use of violence
- Racial taunts, graffiti, gestures
- Unwanted physical contact or sexually abusive comments
- Verbal, name-calling, sarcasm, spreading rumours, teasing
- Cyber bullying - all areas of internet ,such as email & internet chat room misuse
- Misuse of technology , (e.g. texts, messaging, camera & video facilities, ipad, games consoles)

Bullying may be related to:

- Race
- Religion or belief
- Culture or class

- Gender identity
- SEN or disability
- Appearance or health condition
- Home or other personal circumstances
- Sexual orientation (homophobic, transphobic or biphobic)
- Gender (sexist)

Where and when

Bullying can take place during the school day, in the classroom, in the corridor or toilets, on the playground, out of school whilst on residential visits, day visits, in group activities and between families in the local community.

Racist Incidents

As a school we are committed to preventing bullying incidents which relate to the race of any pupil or member of staff. Incidents of this nature will be dealt with in accordance with procedures for all bullying incidents and will be logged by the Head or Deputy Head teacher.

Pupils will be made aware of what constitutes racist or homophobic bullying during weekly collective worship (timetabled annually) and PSHE lessons/discussions and relevant information will be displayed.

Homophobic, Biphobic or Transphobic Bullying

This can be defined as behaviour or language which makes a person feel unwelcome or marginalised because of their sexual orientation or gender identity, whether actual or perceived, or because of their association with people who are, or are perceived to be, lesbian, gay, bisexual or transgender (eg. Children of same sex couples).

The school will record all incidents of H/B or T bullying and this will be reported to the Governing Body on a regular basis (termly in FGB meetings). The Governing Body will subsequently ensure that the school is preventing through education and dealing with such incidents appropriately.

Bullies and Victims

Bullying takes place where there is an imbalance of power of bully over victim.

This can be achieved by:

- The size of the individual,
- The strength of the individual
- The numbers or group size involved
- Anonymity – through the use of cyber bullying via email, social media, texts etc

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Bullying has the potential to damage the mental health of a victim. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving in order to live peacefully in our society.

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied when:

- frightened of walking to or from school
- doesn't want to go to school
- changes in their usual routine
- becomes withdrawn anxious, or lacking in confidence
- stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- has possessions which are damaged or " go missing"
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- lack of eye contact
- gives improbable excuses for any of the above

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated

PROCEDURES FOR ADDRESSING REPORTED OR SUSPECTED INCIDENTS OF BULLYING:

1. All known/reported incidences of bullying will be investigated by the class teacher and then reported to the headteacher.
2. Children will be spoken to individually and their comments noted.
3. Parents of both the victim and of those undertaking the bullying will be contacted about the incident.
4. The child/ren carrying out bullying behaviour must demonstrate genuine empathy and apologise directly to their victim for their behaviour under the supervision of a member of staff.
5. Sanctions will be applied as a consequence which is appropriate to the bullying behaviour. E.g. loss of break times, loss of privileges, limited access to outside areas and adult supervision may be applied.
6. In serious cases, suspension or even exclusion will be considered.
7. In some cases, outside agencies may be requested to support the school or family in dealing with bullying; e.g. police, counsellor, other.
8. Support will be given to the victim to ensure they 'have a voice', and procedures are put in place to help them feel safe. The nature of the support will vary dependent upon age.
9. Support will be given to those children demonstrating bullying behaviour to ensure such behaviours are not masking deeper issues.
10. After the incident has been investigated and dealt with, each case will be recorded in the Bullying Log and monitored to ensure repeated bullying does not take place.

Prevention

We use a variety of methods for helping children to prevent bullying, including: Our Christian values and our code of conduct based on RESPECT. This is supported via class assemblies, PSHE and Citizenship lessons, SMSC Curriculum, E-Safety Awareness and focused activities including; Anti-Bullying Week. Our School Counsellors also address friendship issues, including the use of a worry box. All staff reinforce expectations of behaviour during lessons and during assemblies. Inclusive, considerate and respectful behaviour is praised and rewarded openly within school, and equally it is made very clear that unacceptable bullying behaviour will not be tolerated in our school.

We also operate a peer mediation system at breaktime and lunchtime very day. Pupils in upper KS2 are trained to become effective mediators and to spot the signs of bullying. They will then report all concerns directly to a member of staff immediately and relevant intervention will be put in place by an adult.

Advice to Parents

As the parent of a child whom you suspect is being bullied:

- Report concerns or bullying incidents to the class teacher immediately; (School will then commence with the procedures as outlined above)
- Do not attempt to sort the problem out yourself by speaking to the child whom you think may be the bully or by speaking to their parents.
- Do not encourage your child to be 'a bully' back. This will only result in your child being a victim as well as receiving sanctions for unacceptable behaviour.

HELP ORGANISATIONS:

KIDSCAPE Parents Helpline (Mon-Fri, 10-4) 0845 1 205 204

Parentline Plus 0808 800 2222

Youth Access 020 8772 9900

Bullying Online www.bullying.co.uk