

Barford



Primary School

POLICY FOR ANTI-BULLYING

INTRODUCTION

In any school environment bullying may be found amongst both pupils and staff. Bullying affects everyone, not just the bullies and their victims. It affects families of those involved in bullying and can also have an affect on those who see bullying taking place: less aggressive members of the community can be drawn in by peer pressure. Bullying is not an inevitable part of school life, or a necessary part of growing up. It rarely, if ever, “sorts itself out”. No person or group, whether staff or pupil, should have to accept bullying. Only when all issues of bullying are tackled will a pupil or member of staff be able to benefit fully from the opportunities available at the school.

Whilst the school considers that it is very important to develop and publicise a distinctive statement on bullying, the policy that follows should be seen as part of the overall Behaviour Policy of Barford School, with its emphasis on encouraging and rewarding a culture of positive, caring and supportive relationships between members of the school community.

WHAT IS BULLYING?

The following definition will be used:

‘Bullying is behaviour which makes a person feel uncomfortable, hurt or unsafe and is deliberately and persistently carried out even after the effects of the behaviour on the victim are made known to the bully.’

Bullying is NOT normal falling out or disagreement between children.

AIMS OF THE POLICY

- We are committed to achieving a school in which everyone can feel safe and secure and where bullying will not be accepted.
- To reduce the incidents of bullying behaviour. This can include incidents which may take place outside school but can be demonstrated to be directly related to relationships or behaviours within school.

OBJECTIVES

- All incidents will be treated very seriously and investigated thoroughly.
- Ways of reporting bullying will be clearly established for all pupils and staff.
- The opportunities for bullying will be minimised by providing clear organisation and supervision of the school community.
- The school will apply a behaviour policy that encourages and regards good behaviour and respect for others and creates a culture that does not tolerate bullying or anti-social behaviour.
- The school will use every opportunity to discuss bullying and the appropriate ways to deal with other people, e.g. through the PSHE Programme, and assemblies.
- The school will develop multicultural, moral, social and spiritual education throughout the school to promote positive and accepting views of different groups and individuals in the school community and within society.
- The school will regularly review the policy and evaluate its success.
- The school will make parents aware of the school anti-bullying policy and assure them that any complaint and concern will be taken seriously and dealt with accordingly.

PROCEDURES FOR PREVENTING BULLYING

Barford School has a consistent Positive Behaviour and Discipline policy outlining rewards and sanctions for pupils. The school will have clear organisation and adequate supervision for pupils at all times. Pupils will always

have the opportunity to report incidents to a member of staff or trusted adult at the school within the course of a working day.

As a regular part of PSHE work, including assemblies, pupils will be taught what bullying is and what it isn't. They will be taught what to do: tell, use assertive phrases, walk away. Emphasis will also be placed on the role of the bystander when bullying occurs.

The school will take part in anti-bullying awareness weeks. There will also be the opportunity for pupils in Year 5 and 6 to take part in the Norfolk wide Anti-Bullying survey annually.

The School Council will take an active part in reviewing and implementing the policy and raising awareness throughout the school each year during the second half of the Autumn term.

PROCEDURES FOR DEALING WITH BULLYING

- Any alleged bullying between staff will be dealt with according to the school's Dignity at Work Policy. Procedures for dealing with harassment will be followed.
- All incidents of bullying or suspected bullying involving pupils, which is reported to the school, will be taken seriously and will be investigated thoroughly by a designated member of staff (including that which has occurred off the school site). This may be a suspected bully/victim's class teacher, but for more serious incidents may be the Headteacher. If the incident involved a member of staff and a pupil the investigation would first be dealt with by the Headteacher and then by the Governors' complaints committee.

The investigation of an incident between pupils will involve:

- interviewing the suspected bullies and victims
 - obtaining information from all witnesses
 - making a written record of the incident, the investigation and the outcomes
 - informing staff and parents about the incident and the action taken if bullying is found to have taken place
- Staff will monitor the situation throughout the day and record all relevant incidents. They will also support the child through general enquiries about their well-being.
 - If bullying is found to have taken place, then the person who is bullied should be supported in the following ways:
 - being given an immediate opportunity to talk about their experience to a trusted member of staff, usually the class teacher or teaching assistant.
 - informing parents or guardians and inviting them to the school to discuss the situation and how it can be resolved.

- by offering ongoing support when they feel they need it
- by taking one or more of the steps described below to prevent future bullying.
- by being informed that action has been taken.

The person who bullies should be helped to recognise their unsociable behaviour and offered support to modify it in the following ways:

- talking to a member of staff to try to identify why the pupil was bullied.
- Informing parents/guardians and inviting them to the school to discuss the situation.
- Preparing a strategy to prevent further incidents. This could include:
 - offering an apology
 - working with the bully through recorded Behaviour Targets to modify or eliminate prejudicial or anti-social behaviour. This will be continuously monitored. In most cases the above steps would resolve the situation.

If bullying is not resolved then:-

- (1) They may be officially warned to stop bullying
- (2) They may be isolated for a fixed period, including breaks and lunchtimes
- (3) They may be excluded from the school site at lunchtime
- (4) They may be excluded from school for a short fixed period (2 or 3 days)
- (5) They may be excluded from school for a longer fixed period (up to 45 days in any school year)
- (6) A Pastoral Support Programme may be drawn up with (SMART) objectives to help the bully better manage his or her behaviour
- (7) A managed transfer to another school may be arranged.
- (8) Permanent exclusion may be considered in cases of extreme bullying or persistent offences. It is also possible that the police may be involved.

It will be up to the Headteacher's professional judgement as to which of these is appropriate in the circumstances.

RESPONSIBILITIES

Every member of staff is responsible for being familiar with this policy and its strategies and acting in accordance with it. Any actions should be recorded in note form. Any serious incidents should be referred to senior staff.

The person responsible for this policy is the Headteacher.

EVALUATION

Staff will evaluate the success of this policy at least annually in staff meetings. All new members of staff will be provided with the policy as part of their induction. The number of serious incidents of bullying will be monitored.

REVIEW

This policy will be reviewed formally every year by staff and governors.

Revised policy agreed by staff: November 2017

Agreed by Governors: November 2017

Agreed by Ambassadors: November 2017

Review Date: November 2018

What Can You Do If You Are Being Bullied?

This advice will be shared with pupils appropriately according to their age.

Advice to Pupils

Remember that your silence is the bully's greatest weapon!

- (a) Tell yourself that you do not deserve to be bullied, and that it is WRONG!
- (b) Be proud of who you are. It is good to be individual.
- (c) Try not to show that you are upset. It is hard, but a bully thrives on someone's fear.
- (d) Stay with a group of friends/people. There is safety in numbers.
- (e) Be assertive – shout “No!” or “Stop that. I don't like that” “You mustn't do that to me”. Walk confidently away. Go straight to a teacher or member of staff.
- (f) Fighting back may make things worse. Talk to a teacher or parent/guardian instead.
- (g) Generally, it is best to tell an adult you trust straight away. You will get immediate support.

Teachers will take you seriously and will deal with bullies in a way which will end the bullying and will not make things worse for you.

If You Know Someone is Being Bullied

- (a) TAKE ACTION! Watching and doing nothing looks as if you are on the side of the bully. It makes the victim feel more unhappy and on their own. DO NOT be a bystander!
- (b) Tell an adult IMMEDIATELY. Teachers have ways of dealing with the bully without getting you into trouble.
- (c) Do not be, or pretend to be, friends with a bully.

Advice to Parents/Guardians

- (a) Look for unusual behaviour in your children. For example, they may suddenly not wish to attend school, feel ill regularly, or not complete work to their normal standard.
- (b) Always take an active role in your child's education. Enquire how their day has gone, who they have spent their time with, how lunchtime was spent etc.
- (c) If you feel your child may be a victim of bullying behaviour, inform the school via your child's Class Teacher IMMEDIATELY. Your complaint will be taken seriously and appropriate action will follow.
- (d) It is important that you advise your child not to fight back. It can make matters worse!
- (e) Tell your own son or daughter there is nothing wrong with him or her. Bullying is not the fault of the person being bullied.
- (f) Make sure your child is fully aware of the school policy concerning bullying, and that they should not be afraid to ask for help.

Appendix 2

Bullying can occur through a range of behaviours including: (some of these are more common as children get older)

- Physical: pushing, kicking, hitting, spitting or any form of violence. This also includes threatening violence through written messages, e-mail messages or voice mail and text messages delivered through mobile telephones. Menacing gestures or other types of body language can also constitute physical bullying. Obstructing/invading personal space is included. Also daring or inciting others to physical bullying.
- Verbal: abuse of this nature includes name calling, especially when drawing attention to gender, ethnic origin, sexual orientation or any physical, social or personal characteristic of an individual, swearing, whispering, sarcasm, the spreading of rumours about a person or persistent teasing. Verbal abuse can be by e-mail, voice mail or text message.
- Emotional: a young person can be bullied by being excluded from friendship groups and playground games. It can also involve tormenting, or any kind of ridicule or humiliation. It includes ignoring, isolating, excluding, or glaring at a person.
- Racist: often expressed in forms described above, including taunts, graffiti and gestures.
- Sexual: including unwanted physical contact, "stalking", the use of abusive or even inappropriate language.
- Gender abuse- bullying due to a person's gender.
- Damage to property or theft: vandalism to an individual's personal possessions, the theft of possessions, obtaining goods or money by extortion.
- Bullying can take place by proxy - where a bully organises or encourages others to damage their intended victim.
- Disability harassment- where a person is bullied particularly because of a disability.
- Cyberbullying: This is where verbal messages or threats of a bullying nature are sent through email, text message, forums, chatrooms, blogs, etc. (see E-Safety policy for further information)

Appendix 3

Signs that a pupil may be bullied

- Feigning illness
- Shy
- Nervous
- Changes of attitude
- Truanting/ unwilling to go to school
- Poor concentration
- Anxious/ insecure
- Over-sensitive
- Low self-esteem
- Lonely/isolated from peers
- Timid
- Lack of confidence
- Crying
- Unlikely to retaliate
- Frightened of walking to or from school
- Changing route to school
- Clothes or possessions regularly damaged
- Hungry because dinner money is taken
- Stammering
- Becoming withdrawn, moody, aggressive
- Unco-operative or non-communicative
- Behaving in immature ways: thumb sucking
- Sleep/appetite problems
- Cuts and bruises