

Staples Road Primary School

ANTI-BULLYING POLICY



Approved by:	Local Governing Body	Date: May 2024
Last reviewed on:	May 2024	
Next review due by:	May 2026	

Introduction

We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and happy environment. No child should have to tolerate behaviour which they find painful or distressing. If bullying does occur, all pupils should be able to tell so that incidents will be dealt with promptly and effectively. We are a telling school – anyone who knows that bullying is happening is expected to tell staff.

We recognise that bullying does happen in our school from time to time but aim to have a consistent and open approach that will keep incidents to a minimum and enable them to be dealt with effectively. The wider school community at Staples Road includes all staff, pupils, parents/guardians, governors etc, and anyone else visiting or using our premises (including the grounds). We acknowledge that bullying in all of its forms is not limited to just pupil against pupil, but can occur between any two or more people. The School will not tolerate any instance of bullying, and the Head Teacher (or Chair of Governors should the allegation concern the Head Teacher as either victim or suspect) will deal with any allegations in compliance with the procedures set out within this policy and also within the Code of Conduct, Grievance Procedure and Disciplinary Misconduct policies."

Rationale

Bullying is defined as systematic abuse of power by individuals or groups in order to cause deliberate harm either physically or emotionally, or to intimidate others. Bullying is different from other negative behaviour in that the act or acts are repeated. Bullying is an aspect of social behaviour, which can occur in any setting and can involve children and adults.

This policy should be read together with the School's Behaviour & Discipline Policy, Physical Contact with Children Policy, Staff Grievance Policy & E-Safety.

Aims

- To ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied
- To deal effectively with bullying through a whole-school approach
- To promote positive values
- To provide an effective PSHE and citizenship teaching programme.
- To ensure that all staff are trained to meet the requirements of this policy.

Statutory duties of schools

Head teachers have a legal duty to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils. In 2006 these duties are extended to include preventing/responding to bullying that happens outside school, where it is reasonable to do so. Schools also have a duty to 'safeguard and promote the welfare of pupils' and to ensure that children are safe from bullying and discrimination.

Definition of bullying:

The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological. It can happen face-to-face or online.
[Anti-Bullying Alliance 2024]

There are four key elements to this definition:

- hurtful
- repetition
- power imbalance
- intentional

Bullying behaviour can be:

- Physical – pushing, poking, kicking, hitting, biting, pinching etc.
- Verbal - name calling, sarcasm, spreading rumours, threats, teasing, belittling.
- Emotional – isolating others, tormenting, hiding books, threatening gestures, ridicule, humiliation, intimidating, excluding, manipulation and coercion.
- Sexual – unwanted physical contact, inappropriate touching, abusive comments, homophobic abuse, exposure to inappropriate films etc.
- Online /cyber – posting on social media, sharing photos, sending nasty text messages, social exclusion
- Indirect - Can include the exploitation of individuals.

Scope of this policy

This policy includes:

- Bullying of pupils by pupils within school
- Bullying of and /or by pupils outside of school, where the school is aware of it
- Any bullying of an adult by another/other adults
- Bullying of pupils by staff (allegations will be dealt with under the school's Child Protection Policy & Staff Discipline Policy)

Our school community:

- Discusses, monitors and reviews our anti-bullying policy.
- Supports staff to promote positive relationships and to identify and tackle bullying appropriately.
- Ensures that pupils are aware that all bullying concerns will be dealt with sensitively and effectively; that pupils feel safe to learn; and that pupils abide by the anti-bullying policy.

- Reports back to parents/carers regarding their concerns on bullying and deal promptly with complaints. Parents/carers in turn work with the school to uphold the anti-bullying policy.
- Seeks to learn from good anti-bullying practice elsewhere and utilises support from other schools in the Trust and other relevant organisations when appropriate.

Key Principles

We need to foster an open, caring atmosphere in the school that all adults and children are aware of and ready to deal with incidents of bullying in a consistent manner.

There are certain key principles:-

- 1) The promotion of all children's self esteem.
- 2) An agreed code of behaviour for classroom, playground and moving around the school (see Behaviour [Relationships] Policy).
- 3) The importance of involving all staff including office staff, teaching assistants and midday staff as well as children, parents and governors.
- 4) An emphasis on prevention.
- 5) Pupils feel confident to tell if there is bullying. (Children see this as a positive way of dealing with a problem not as 'grassing').
- 6) Positive celebration for good behaviour, such as values certificates and Respect champions.
- 7) Agreed sanctions used consistently [Go for Gold].
- 8) Not bullying the bully (thereby giving credibility to their behaviour).
- 9) Socially, children see bullying as unacceptable and refuse to tolerate the bully.
- 10) The involvement of parents of both parties in dealing with incidents.

Guidelines for Pupils (for class discussion)

- Take action over bullying – don't watch and do nothing.
- Inform an adult immediately if you don't want to get involved yourself.
- Do not tolerate bullies in your social group.
- Only accept people who do not bully others.
- Devise ways of rewarding non violent behaviour.

Preventing, identifying and responding to bullying

All concerns about bullying will be taken seriously and investigated thoroughly.

Pupils who are being bullied may not report it; however, there may be changes in their behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truancy from school. School teaching and ancillary staff will be alert to the signs of bullying and act promptly and firmly against it in accordance with this policy.

Pupils who are bullying others also need support to help them understand and change their behaviour.

Pupils who are aware of bullying ('bystanders') can be a powerful force in helping to address it and will be encouraged to do so in a safe way.

All pupils will be encouraged to report bullying by talking to a member of staff of their choice.

Parents will be encouraged to report concerns about bullying and to support the school in tackling it. Trying to resolve bullying directly with pupils or their families can lead to problems escalating.

We will:

- Work with staff and outside agencies to identify all forms of prejudice-driven bullying
- Actively provide systematic opportunities to develop pupils social and emotional skills, including their resilience
- Consider all opportunities for addressing bullying including through the curriculum, through displays, through peer support and through the School Council
- Train all staff including lunchtime staff, learning mentors and other staff to identify bullying and follow school policy and procedures on bullying
- Ensure pupils know how to express worries and anxieties about bullying [Worry Monster]
- Involve pupils in anti-bullying campaigns in the school
- Offer support to pupils who have been bullied
- Work with pupils who have been bullying in order to address the problems they have

Advice for Parents

- Watch for signs of distress in your children (eg unwillingness to attend school, pattern of headaches or stomach aches, missing equipment etc).
- Take an active interest in your child's social life (eg discuss friendships and the journey to and from school).
- Inform the school immediately if you think your child is being bullied. (Speak to the class teacher or headteacher.)
- Keep a written record if the bullying persists. (Details of who, what, where and when.)

- If you are sure your child is being bullied, reassure them that there is nothing wrong with him/her. He/she is only the victim.
- Be aware of the possibility of cyber bullying through text messaging or on the internet.

Implementation

- There will be continuing involvement of the children in this policy, explaining, discussing and using other means of putting across a positive message.
- This could be done in the classroom in circle time and in assemblies by explaining aspects of behaviour and bullying through stories, poems, discussion and drama.
- Opportunities need to be provided for groups to discuss bullying in role playing situations devised so that pupils learn to cope better with bullies. Similarly, bullies need to be placed in situations which require them to see things from the victim's position.
- Children could also use school and class council meetings to discuss and help resolve general bullying issues.

Responding to reports about bullying

The school will take the following steps when dealing with concerns about bullying:

- If bullying is suspected or reported, it will be dealt with immediately by the member of staff who has been made aware of it
- A clear account of the concern will be recorded on Arbor and Senior Leadership will be informed
- The bullying will be investigated and a record in Arbor [in line with the school's data protection policy].
- If the bullying is of a racist nature, details will be recorded as a Racist Incident on Arbor
- Class teachers will be kept informed and if it persists the pupil's class teacher will advise Senior Leadership who will review the action taken
- Parents and other relevant adults will be kept informed
- A report to the governing body will be made by the head teacher of all cases of bullying including:
 - the number of reported concerns
 - monitoring information about the pupils involved
 - motivations for bullying, in particular whether the bullying is racist in nature
 - actions taken and outcomes
- The governing body will keep records of all reports and forward records to the Trustees as required
- Where bullying occurs outside the school, any other relevant school or agency will be informed about the concerns and any actions taken
- Punitive measures will be used as appropriate and in consultation with all parties involved and only as a last resort

- All bullying is dealt with confidentially and only communicated to those who need to know (relevant staff, parents/carers, the governing body and the LA)
- Where bullying occurs through the use of internet, mobile phone text, parents will be asked to work with the school in addressing their child's behaviour, for example restricting their use of the internet or mobile phone.

Dealing with incidents

- Incidents should be dealt with quickly and followed up.
- There should be a direct clear approach focusing on problem solving.
- There should be discussions with all parties.

A possible approach:

Step 1 - Interview bullied pupil - talk about their feelings and try to establish who is involved. Possibly get the child to write about what has happened.

Step 2 - Meeting those involved - set up meeting for those involved in bullying (include those who joined in but did not directly bully). Possibly get the bully/bullies to write about what has happened.

Complete a report form of what has happened, who has been informed and what action is being taken.

Step 3 - Explain the problem - tell these pupils how a bullied child is feeling - do not discuss the details or allocate blame.

Step 4 - Share responsibility - state that you know the group is responsible and can do something about it.

Step 5 - Identify solution - in turn ask each pupil to suggest a way they could help the bullied pupil feel happier in school (show approval of suggestions but do not ask pupils to promise to implement them or go into details about how they will implement them).

Step 6 - Let pupils take actions themselves - end the meeting by giving responsibility to the group to solve the problem. Arrange time and place to meet again to find how successful they have been.

Inform the parents of both parties.

Step 7 - Meet the pupils again - after about a week see each pupil on their own and ask them about how things have been going. Important thing is to ascertain that the bullying has stopped and pupil is feeling better.

This approach would not be used in all circumstances.

Monitoring and Review

This policy will be reviewed by the governing body to assess its implementation and effectiveness.

The head teacher will communicate the policy to the school community.