

## ANTI-BULLYING POLICY

This policy supports the behaviour policy but gives more specific guidance on how to deal with bullying. Eastfield Primary School supports DfE guidance on all aspects of behaviour and discipline. The school recognises that definitions and perceptions of bullying can vary widely, but also that bullying can have an intensely destructive impact on individuals.

Bullying can be difficult to identify, interpret and resolve. It can take many forms, physical, verbal and nonverbal communication. It can involve harassment, intimidation, property abuse, gossip or false allegation. It can be short term or long term. It can sometimes be easily exposed or often subtly hidden.

It is the responsibility of the whole school community to actively promote the school ethos and stop bullying. It is the head teacher's responsibility to enforce this policy. It is the Governing Body's responsibility to support the head teacher and this policy.

We endorse and make available useful information leaflets on bullying and the Parent Partnership is also available to help resolve difficulties.

Children, parents and all staff are encouraged to report any suspected or alleged bullying. In the first instance, this will usually be to the relevant class teacher. Should this not result in effective action it should then be brought directly to the attention of the head teacher. All staff are expected to report serious concerns to the head teacher and class teachers seek support and advice on tackling bullying issues

### What is Bullying?

#### **Several Times On Purpose (S.T.O.P)**

Bullying occurs in children and adults from all backgrounds, cultures, races or sexes, from reception through to adulthood. Certain protected characteristics can be a trigger for bullying, including: race, sexual orientation, gender and gender reassignment, religion, culture, SEN and disabilities, appearance or health conditions and individual home circumstances.

1. **Physical** – hitting, kicking, sexual assault or stealing or hiding belongings.
2. **Verbal** (Or written) – Name-calling, taunting, mocking, coercion, threatening language or offensive remarks particularly those targeting protected characteristics e.g. sexist or racist remarks.
3. **Indirect/emotional** – Spreading nasty stories or pictures, excluding from groups or events.
4. **Cyber** - In recent times, technological advances such as mobile phones, internet chat rooms, email and digital cameras have made a positive contribution to society, but there have been some negative factors too. Cyber bullying has become a major problem in our world. By spreading vicious rumours, taunts or threats via text, email or by using the internet chat rooms or networking sites, bullying can be done at distance and involve large groups being in receipt of images or vindictive text.

The Department for Education and Skills considers bullying to be conduct, which is:

- Deliberately hurtful
- Repeated over long periods of time and is
- Difficult for victims to defend themselves again.

Eastfield Primary School's anti-bullying policy aims to address the bullying which pupils can endure and what is done to combat bullying within the school.

## How do we help to combat bullying?

### **Start Telling Other People (S.T.O.P.)**

- All staff and pupils in the school are made aware that bullying is unacceptable and will not be tolerated.
- All members of the school community are expected to report incidents of bullying.
- Pupils are made aware that they can always go to an adult to tell A designated member of support staff is always on hand to 'listen' as well as offering support and advice if possible Parents are aware that they can contact the school over alleged incidents and that they will be listened to and their concerns taken seriously.
- Any allegations will be followed up immediately and the alleged bully will be spoken to.
- If bullying is found to have taken place, then the bully will be faced with what he/she has done and counselling and behaviour sanctions will be applied.
- All staff are aware of the anti-bullying and behaviour policies and will intervene when and where necessary.
- A safe and caring environment is provided at all times and issues raised and discussed through PSHCE, SEAL and circle time. This is part of the planned curriculum but can also be in response to any incidents that arise. The school has an annual week in the Autumn term dedicated to the promotion of anti-bullying.

**Remember!** Bullying does not have to be part of school life Help is usually needed to sort it out. Nobody deserves to be bullied If somebody is different they should be encouraged to be proud of it-it is good to be an 'individual'

### Advice given in the event of bullying

- Tell the offender to stop it! If they do not stop, tell them you will go to an adult. If they still do not stop go to the nearest adult and tell them. If it is out of school tell your parents or whoever looks after you.
- Not telling is the bully's greatest weapon.
- Try not to show that you are upset.
- Stay with friends that you trust.
- Try to talk about what is happening with your friends and adults
- Try to trust in others to help you. People can only help you if they know what is going on.

### Advice for Parents

All parents need to be aware of the signs that a child is being bullied, because many children will not disclose what is happening to them.

The following list identifies some characteristics of behaviour exhibited by victims of bullying. If your child:

- Becomes frightened of walking to and from school or changes their normal route to or home from school for no apparent reason
- Starts asking to be driven to school
- Is unwilling to go to school or complains of feeling unwell each morning
- Begins to try and get time off school

- Begins to do poorly in school work or loses concentration
- Arrives home with clothes or possessions damaged or lost on a regular basis
- Becomes aggressive, surly or unreasonable
- Exhibits a change of eating pattern without reason
- Becomes withdrawn or lacks confidence
- Becomes distressed, anxious or stops eating
- Exhibits a pattern of minor ailments
- Asks for extra money or starts to steal
- Has unexplained scratches or bruises
- Cries in bed at night, has nightmares or starts wetting the bed
- Begins to bully siblings or other children
- Refuses to discuss what is wrong

Should you suspect that your child is being bullied, reassure them of your support and contact the school immediately (01162694692).

### **Responding to bullying within the school**

In the event of any incidents including bullying being alleged then the following steps will be taken:

- Discussions will be carried out with all parties to discover the nature and events and the reasons for it
- The right of each person to be safe and not feel threatened will be emphasised
- Support will be given to all individuals, including the bully, to resolve the differences and develop greater self-esteem
- If discussion is not successful, then a written agreement will be drawn up A 'buddy-system'/'peer support system' may be introduced so as not to allow the 'victim' to feel isolated
- The opportunity may be offered for the 'victim' and the 'bully' to work together if appropriate
- In the event of these measures being unsuccessful then parents will be contacted, and possible exclusions from lunchtimes and break times may be used
- Details of all alleged bullying incidents will be recorded on paper in the Headteacher's log. This information is reported to the LA and the board of trustees termly. Logs of incidents will be reviewed Termly and analysed by the Headteacher to identify any patterns/trends which will then be used to inform future practice (an early review of this policy may be necessary)
- Sanctions could include; report to parents, golden-time withdrawal, playtime withdrawal, lunchtime withdrawal, other privileges withdrawn, fixed term exclusion and permanent exclusion.
- Proactive and reactive strategies could include; SENCO involvement, mediation between both parties, referral to anger management/other therapy in school/agencies and pre-emptive measures, PHSE lessons in class.
- An 'exit meeting' will take place a set amount of time after the recorded bullying incident between all stakeholders including both/all children to discuss the outcomes and check all parties are satisfied the incident is closed.

## Pupil Anti-Bullying Pledge

As part of their PHSE lessons, pupils read, discuss, agree and sign up to abide by the following pupil pledge.

*I make a commitment to take a stance against bullying.*

*I will treat people with Respect and Kindness.*

*I Pledge to:*

*Help others*

*Alert an adult*

*Play nicely with others*

*Promote a happy school*

*You can do your bit!*

- The school also has a child friendly version of this policy available.

## Responding to bullying outside of school

The headteacher has the power to respond to bullying behaviour involving pupils whilst out of school. Conduct that threatens the health and safety of pupils, staff or members of the community will not be tolerated. The Headteacher will consider the evidence available and if the claim is proven will impose sanctions in school and in serious cases, where an offence may have been committed, may inform the police.

## Contacts for further help and advice

Anti – bullying alliance	<a href="http://www.anti-bullyingalliance.org.uk">www.anti-bullyingalliance.org.uk</a>
Childline	<a href="http://www.childline.org.uk">www.childline.org.uk</a>
Family lives	<a href="http://www.familylives.org.uk">www.familylives.org.uk</a>
Leicestershire Anti-bullying team	<a href="http://www.beyondbullying.com">www.beyondbullying.com</a>
CEOP (Child exploitation and online protection)	<a href="https://www.ceop.police.uk/safety-centre/">https://www.ceop.police.uk/safety-centre/</a>
Stonewall LGBT charity	<a href="https://www.stonewall.org.uk/help-advice">https://www.stonewall.org.uk/help-advice</a>

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Policy reviewed by C. Jones (Teacher), D. Ball (Safeguarding governor)