

Shamblehurst Primary School

Anti-Bullying Policy

Reviewed: October 2016

The Anti-Bullying Policy is based upon our values and aims and is supported by our Behaviour Policy.

Shamblehurst Primary School defines bullying as:

A form of aggressive behaviour which includes: physically, emotionally or mentally hurting someone on purpose. This happens over a period of time (could be weeks, months or years). Bullying can be in person as well as via the internet or electronic communication.

DCSF Guidance 10/99 Social Inclusion: Pupil Support advises that “bullying is usually part of a pattern of behaviour rather than an isolated incident”.

Bullying is repeated behaviour(s) with the intention of hurting another person, which results in pain and/or distress to the victim over a period of time and places the perpetrator in a position of power.

Behaviours that are not deemed to be bullying include:

- Bullying behaviour is not teasing between friends without the intention to cause hurt.
- Falling out between friends after a quarrel or disagreement (though in some cases this may lead to bullying).
- It does not include activities that all parties have consented to and enjoy.

Aims

- To value, respect and care for each and every individual within the school
- To identify that which is appropriate and inappropriate behaviour
- To reduce the incidence of bullying through the organisation, curriculum and management of the school
- To act quickly and efficiently to stop any incidence of bullying
- To promote the school values; learning, caring and achieving together

Introduction

Bullying affects everyone, not just the bullies and the victims. It also affects other children who are in the vicinity, and less aggressive/assertive pupils can be drawn in by group pressure. Bullying is not an inevitable part of school life or a necessary part of growing up, and it rarely sorts itself out. It is clear that certain jokes, insults, intimidating/threatening behaviour, written abuse and violence are to be found in our society. No one person or group, whether staff or pupil, should have to accept this type of behaviour. Only when all issues of bullying are addressed, will a child best be able to benefit from the opportunities available at the school.

Why is an Anti-Bullying Policy necessary?

This school believes that its pupils have the right to learn in a supportive, caring and safe environment without the fear of being bullied.

All institutions, both large and small, contain some numbers of pupils with the potential for bullying behaviour. If a school is well disciplined and organised, it can minimise the occurrence of bullying. The school also has clear guidelines on the promotion of good behaviour/where it is made clear that bullying is a form of antisocial behaviour. It is inherently wrong and will be not tolerated.

It is important, therefore, that the school has a clear written policy to promote this believe, where both pupils and parents/guardians are fully aware that any bullying complaints will be dealt with firmly, fairly and promptly.

We believe that every child has the right:

- not to be made fun of;
- not to be scared generally;
- not to be scared of children or staff;
- not to be scared to come to school;
- to feel safe;
- to have friends of their own choice;
- not to be subjected to any form of violence or intimidation; and
- to expect all people to be kind and considerate towards them.

What is bullying?

Bullying is usually directed at differences or perceived differences between children, such as appearance, race, gender, sexual orientation etc.

Bullying, which can take place in school or outside of school, can include repeated incidents of:

- **Verbal**

Verbal abuse can take the form of name calling and extreme, persistent teasing. It may be directed towards gender, ethnic origin, physical/social disability, insulting, making offensive remarks, sarcasm, teasing, racist or homophobic remarks or personality etc.

- **Not being included**

A child can be bullied simply by being excluded from discussions/activities, with those they believe to be their friends.

- **Indirect**

This could be spreading rumours, exclusion from social groups, hiding belongings, graffiti etc.

- **Damage to property or theft**

Pupils may have their property damaged or stolen. Physical threats, though rare, may be used by the bully in order that the pupil hands over property to them.

- **Cyber-bullying**

Cyber-bullying is an intentional act carried out by a group or individual using electronic forms of contact repeatedly over time, for example, via text message, email or instant messaging. Some forms of bullying are illegal and should be reported to the Police. These include:

- Violence or assault;
- Theft;
- Repeated harassment or intimidation, eg name calling, threats and abusive telephone calls, emails or text message; and
- Hate crimes.

As a child, what can you do if you are being bullied?

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

- Tell yourself that you do not deserve to be bullied and that it is wrong!
- Be proud of who you are, it is good to be individual.
- Try not to show that you are upset. It is hard but a bully thrives on someone's fear. Stay with a group of friends/people. There is safety in numbers.
- Be assertive. Ask the bully to stop walk confidently away. Go straight to a teacher or member of staff.
- Do not fight back. Fighting back may make things worse and is discouraged.
- Generally it is best to tell an adult you trust straight way. You will get immediate support. Teachers will take your complaint seriously and will deal with bullies in a way that will end the bullying and will not make things worse for you.

If you know someone is being bullied

- 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.
- If you feel you cannot get involved, tell an adult immediately. Teachers have ways of dealing with the bully without getting you into trouble.
- Do not be, or pretend to be, friends with a bully.

As a parent:

- 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.
- Always take an active role in your child's education. Enquire how their day has gone, who they have spent their time with, how lunch time was spent etc.
- If you feel your child may be a victim of bullying behaviour, inform the school immediately. Your complaint will be taken seriously and appropriate action will follow.
- It is important that you advise your child not to fight back. It can make matters worse!
- Tell your own son or daughter there is nothing wrong with him or her. It is not his or her fault that they are being bullied.
- Make sure your child is fully aware of the school policy concerning bullying and that they will not be afraid to ask for help.

What will we do as a school?

- Record any incidence, or suspected incidence of bullying on an anti-bullying form to be kept in a log in the office
- Organise the community in order to minimise opportunities for bullying, eg provide increased supervision at problem times
- Use any opportunity to discuss aspects of bullying and the appropriate way to behave towards each other, eg the PSHE programme, collective worship and through our assemblies
- Deal quickly, firmly and fairly with any complaints, involving parents where necessary
- Regularly review the school policy and its degree of success
- The school staff will continue to have a firm but fair discipline structure. The rules should be few, simple and easy to understand
- Not use teaching materials or equipment which give a bad or negative view of any group because of their ethnic origin, sex etc
- Encourage pupils to discuss how they get on with other people and to form positive attitudes towards other people. This includes a discussion of what friendship really is
- Encourage pupils to treat everyone with respect
- We will treat bullying as a serious offence and take every possible action to eradicate it from our school

Action to be taken when bullying is suspected

If bullying is suspected we will talk to the suspected victim, the suspected bully and any witness. If any degree of bullying is identified, the following action will be taken:

- Help
- Support will be given as appropriate to both the victims and the bullies

We will support the victims in the following ways:

- by offering them an immediate opportunity to talk about the experience with their class teacher, or another teacher, if they choose;
- by informing the victim's parents/guardians;
- by offering continued support when they feel they need it;

- in extreme cases and, if appropriate/ necessary, arrange for them to be escorted to and from the school premises; and
- by taking one or more of the disciplinary steps outlined in our Behaviour Policy: “Procedures for Dealing with Major Breaches of Discipline”.

We will also discipline, yet try to help the bullies in the following ways:

- by talking about what happened, to discover why they became involved. Informing the bully’s parents/guardians;
- by continuing to work with the bullies in order to get rid of prejudiced attitudes as far as possible; and
- by taking one or more of the disciplinary steps outlined in our Behaviour Policy: “Procedures for Dealing with Major Breaches of Discipline”.

Action Plan

Should a case of alleged bullying occur, the Head Teacher or a senior member of staff will be informed immediately and a thorough investigation will take place. This will be to establish the facts and to decide if actual bullying has taken place. If not the incident will be dealt with according to our normal Behaviour Policy.

If what has happened proves to be actual bullying, the bully will be spoken / listened to and steps taken / put into place to ensure the behaviour does not continue. Parents of the bully will also be informed and invited to come into school to discuss the situation.

The Head Teacher or a senior member of staff will make it clear to them that bullying will not be tolerated and that any further incidents could result in the seven disciplinary steps being taken and ultimately exclusion. The child in question will then be carefully monitored for a period of time and a review meeting with his / her parents will be arranged at the end of it. The subject of bullying will be frequently discussed in the course of normal school activities but particularly in PSHE work, school assemblies and Religious Education. If a bullying incident affects a particular class of children, the class teacher will overtly ensure that some anti-bullying work is undertaken.

With a clear and consistent whole school approach, where good behaviour and respect are championed, it is hoped that bullying will be kept to a minimum. If, however, incidents do occur the clear guidelines that the school will follow will enable children to feel fully supported and ultimately result in a happy resolution.

External support

<http://www.anti-bullyingalliance.org.uk/> Anti-Bullying Alliance

<https://www.gov.uk/government/publications/preventing-and-tackling-bullying> DfE Preventing Bullying

http://www.unicef.org.uk/Documents/Publication-pdfs/UNCRC_summary.pdf - Rights of a Child

<https://www.nspcc.org.uk/preventing-abuse/child-abuse-and-neglect/bullying-and-cyberbullying/research-and-resources> Bullying and Cyber-Bullying

http://www3.hants.gov.uk/bystanders_and_bullying.pdf Bystanders and Bullying

<http://www3.hants.gov.uk/bullyingmap.pdf> Bullying Map

<http://www3.hants.gov.uk/bullying-yp> Bullying and Young People

Linked Policies

- Behaviour
- Child Protection
- Confidentiality
- E-safety
- Equal Opportunities
- Safeguarding
- SEN
- SMSC

Date to staff:

Approved by Governing Body:

Date reviewed: October 2016

Date for next review: October 2019