

Shamblehurst Primary School

Anti-Bullying Policy



'Together We Can'

Our Vision

In order to discover the brilliance in everyone we are committed to achieve:

- A happy and healthy community
- An engaged and accountable community
- A compassionate and kind community
- An inclusive community of lifelong learners
- A community of empathetic and curious critical thinkers
- A community that celebrates diversity
- A community of Global Citizens

Our Values

- Respect
- Pride
- Curiosity
- Courage

The Anti-Bullying Policy is based upon our values and vision and is supported by our Behaviour Policy, Child Protection Policy, including annex 6 - Sexual Violence and sexual harassment between children in schools, our safeguarding policy as well as our Equalities Statement.

We believe that all children have a right to attend school and learn in a safe environment. Children should be free from harm by adults in the school, in the school community and by other children.

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).
- One off incidents of poor, aggressive, argumentative or abusive behaviour
- It does not include activities that all parties have consented to and enjoy.

Such occurrences of the above behaviours, will of course be dealt with seriously, and in line with our behaviour policy.

Aims

- To value, respect and care for each and every individual within the school
- To raise awareness of the impact of bullying
- To identify behaviours which are appropriate and inappropriate
- 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; Respect, Courage, Curiosity and Pride

What is bullying?

Bullying is usually directed at differences, or perceived differences, between children. This can, at times be based on :

- Disability
- Race
- Religion
- Gender identity
- Sexual orientation

Bullying is a form of child on child abuse. Please see our Child Protection Policy (annex 6) and Safeguarding Policy.

Bullying incidents need to be recorded on CPOMS and on a Bullying and Prejudice Based Incident report form.

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

- **Verbal abuse**

Verbal abuse can take the form of name-calling and extreme, persistent teasing. It may be, but not solely, directed towards gender, ethnic origin, physical/social disability, age. It could be to do with making insulting and offensive remarks, being sarcastic, teasing, making racist or homophobic remarks, making remarks about a person's gender identity or making remarks about someone's personality.

- **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 - racist, sexist, disability, homophobic, transphobic, targeted at gender identity and/or religious based abuse.
- Sharing certain images, including indecent images

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. We welcome all children in our school.

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 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 belief, 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:

- to be themselves, including expressing their gender identity
- not to be made fun of;
- not to be scared ;
- to feel safe;
- to have friends of their own choice;
- not to be subjected to any form of violence or intimidation, including sexual violence or harassment, sexually abusive language; and
- to expect all people to be kind and considerate towards them.

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.

In our school, SCARF (our PSHE scheme) is taught weekly and friendships and positive relationships are discussed throughout. We always acknowledge Anti-Bullying Week. Bullying, consent and issues around friendship and safeguarding are often discussed in assemblies; we take part in safer internet week, which raises the discussion on using the internet appropriately and safely. Fundamental British Values are woven throughout our curriculum as a way of giving children the understanding and confidence to debate topical/controversial issues. We also use Let's Think and P4C as tools to promote deep thinking, challenge and debate. Children in our school are used to using their voice and we hope this equips them with the skills and confidence to raise their concerns and worries

within school. Staff have rigorous safeguarding training and are aware of child on child abuse and the use of Bullying and Prejudicial Language forms. Staff will respond assertively to sexually inappropriate behaviour and victims we be reassured that they will be supported, kept safe, are being taken seriously, even if this is a historical case.

All staff have access to CPOMS and have been trained in its use. We have codes for child on child abuse, as well as behaviour.

Identification of bullying over time.

In order that incidents of bullying are identified through the recognition of patterns of behaviour, staff should be aware of repeated incidents of upset caused by a specific child and identify this concern with the Headteacher.

Concerns should always be logged on CPOMS and a Bullying and Prejudicial Language form should be completed, as well as parents being informed if necessary.

Repeated incidents should also be identified to new class teachers by old class teachers during handover in order that patterns can continue to be monitored from year to year

The head teacher monitors incidents of bullying and prejudicial language and reports on these to Governors and annually to County. She monitors incidents to ensure there is not a pattern emerging of bullying behaviours by some children. All Bullying and Prejudicial Language forms are also documented/summarised on CPOMS so that DSLs are also able to monitor incidents and ensure they have been dealt with appropriately. **See below

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 and walk confidently away. Go straight to a teacher or member of staff.
- Use our online worry box on our website to report what is happening to you.
- Use your worry box in class
- 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. Staff 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. Our school rules are: **Be Safe Be Ready Be Respectful**
- 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
- We will treat bullying as a serious offence and take every possible action to eradicate it from our school
- Our Safeguarding Policy also refers to the school's position with particular reference to Hate Crimes. Our Child Protection policy - in annex 6 – refers explicitly to child on child abuse.

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, including ELSA support if appropriate ;
- 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

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
- Offer ELSA support if necessary
- Informing the bully's parents/guardians
- by continuing to work with the bullies in order to address and educate against of prejudiced attitudes as far as possible

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 our behaviour policy will be followed. 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 through our rich curriculum. If a bullying incident affects a particular class of children, the class teacher will overtly ensure that some anti-bullying work is undertaken.

A Bullying and Prejudicial Language based incident form needs to be filled in and these are kept in the office. These need to be returned to our Senior Admin Officer. Incidents also need to be recorded on CPOMS. **

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 (annex 6 Child on Child abuse)
- E-safety
- Equal Opportunities
- Safeguarding
- SEND
- SMSC

Linked guidance

Behaviour in School Def July 2022

Keeping Children Safe in Education 2022

Date reviewed: September 2022

Date for next review: September 2025

(updated with reference to Peer on peer abuse and linked to Safeguarding and Child Protection Policy Sept 2021)