Penketh South CP School

Anti-Bullying Policy

Version	Date	Action
V1	September 21	New Policy

This policy is based on DFE guidance "Preventing and Tackling Bullying. Advice for headteachers, staff and governing bodies" and it is recommended that schools read this guidance: http://www.gov.uk/government/publications/preventing-and-tackling-bullying

Statement of Intent

At Penketh South CP Primary School we are committed to providing a warm, caring and safe environment for all our children so that they can learn and play in a relaxed and secure environment.

Bullying of any kind is unacceptable and will not be tolerated in our school. We take all incidents of bullying seriously. Bullying hurts. No-one deserves to be a victim of bullying. Everybody has the right to be treated with respect and pupils who are bullying others need to learn different ways of behaving.

At Penketh South Community Primary School, we acknowledge that bullying does happen from time to time – indeed, it would unrealistic to claim that it does not. When bullying does occur, everyone should be able to tell and know that incidents will be dealt with promptly and effectively in accordance with our anti-bullying policy. We are a TELLING school. This means that anyone who knows that bullying is happening is expected to tell the staff.

Aims and Objectives of this Policy

The aim of this policy is to try and prevent and deal with any behaviour deemed as bullying. The implementation of this policy will create an ethos where bullying is regarded as unacceptable so that a safe and secure environment is created for everyone to learn and work in. All members of the school have a responsibility to recognise bullying when it occurs and take appropriate action in accordance with the school policy. This will happen in the following ways:

• The school will meet the legal requirement for all schools to have an anti-bullying policy in place.

• The school will work closely with other professional agencies to ensure that children stay safe as stated in The Education (Independent School Standards) Regulations 2014, The Equality Act 2010(Part 3 SEN), Children's Act 1989, Keeping Children Safe in Education(Part 1), Working Together to Safeguard Children (Chapter 1, Protection from

Harassment Act 1997, The Malicious Communications Act 1988, Public Order Act 1986,The Communication Acts 2003,Education and Inspections Act 2006, The SEN and Disability Act 2014

• All governors, teaching and non-teaching staff, pupils and parents/carers will have an understanding of what bullying is.

• All governors, teaching and non-teaching staff will know what the school policy is on bullying and will consistently and swiftly follow it when bullying is reported.

• All pupils and parents/carers will know what the school policy is on bullying and what they can do if bullying occurs. Pupils and parents/carers will be assured that they will be supported when bullying is reported.

• Whole school initiatives (staff training, celebration assemblies etc) and proactive teaching strategies (PHSE [Personal, Health & Social Education] lessons, circle time etc) will be used throughout the school to reduce the opportunities for bullying to occur.

• A positive, caring ethos will be created within the school environment where everyone can work, play and express themselves, free from the fear of being bullied

- To promote respect and equality across all protected characteristics, including sexual orientation and gender identity, and preparing pupils for life in diverse 21st Century Britain.

What Is Bullying?

The children were all asked this question and the school has adopted the following collaborative definition of bullying which is our shared understanding of what bullying Is:

Bullying is any deliberate, hurtful, upsetting, frightening or threatening behaviour by an individual or a group towards other people. It carries on over a period of time and it is very difficult for the victims to defend themselves (remember STOP – it happens Several Times on Purpose). Bullying is mean and results in worry, fear, pain and distress to the victim/s.

DFE states that bullying is “Behaviour by an individual or a group, usually repeated over time that intentionally hurts another individual either physically or emotionally.” (DFE “Preventing and Tackling Bullying”, July 2017)

Bullying can be:

• Emotional - being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures, ridicule, and humiliation, making someone feel uncomfortable, spreading gossip or telling someone's secrets)

• Verbal - name-calling, sarcasm, spreading rumours, threats, teasing, making rude remarks, making fun of someone

• Physical - pushing, kicking, hitting, pinching, throwing stones, biting, spitting, punching or any other forms of violence, taking or hiding someone's things

• Racist - racial taunts, graffiti, gestures, making fun of culture, religion or appearance

• Sexual - unwanted physical contact or sexually abusive or sexist comments

• Homophobic - because of/or focussing on the issue of sexuality

• Online/cyber - setting up 'hate websites', sending offensive text messages, emails and abusing the victims via their mobile phones

• Any unfavourable or negative comments, gestures or actions made to someone relating to their disability or special educational needs

Bullying is not:

It is important to understand that bullying is not the odd occasion of falling out with friends, name-calling, arguments or when the occasional trick or joke is played on someone. It is bullying if it is done several times on purpose (STOP).

Children sometimes fall out or say things because they are upset. When occasional problems of this kind arise it is not classed as bullying. It is an important part of children's development to learn how to deal with friendship breakdowns, the odd name calling or childish prank. We all have to learn how to deal with these situations and develop social skills to repair relationships

Where does bullying happen?

It can happen anywhere – in the classroom, in the corridor, in the toilets, in the dining hall, in the playground. Bullying may also happen on the way to and from school. In such cases, the Headteacher is empowered by law to deal with such incidents but must do so in accordance with the school's policy.

At Penketh South Community Primary School, we are concerned with our children's conduct and welfare outside as well as inside school and we will do what we can to address any bullying issues that occur off the school premises. The following steps may be taken: -

• Talk to the local Community Police Officer about problems on the streets

• Talk to the Head Teachers of other schools whose children may be involved in bullying off the premises

• Map out safe routes to school for children, linking them to the School Travel Plan

• Discuss coping strategies with parents

• Talk to the children about how to handle or avoid bullying outside the school premises

Signs and Symptoms

A child may indicate, by different signs or behaviour, that he or she is being bullied.

Adults should be aware of these possible signs and investigate further if a child:

• is frightened of walking to or from school

• begs to be driven to school

• changes their usual routine/route to school

• begins truanting

• becomes withdrawn, anxious or lacking in confidence

• starts stammering

• attempts or threatens suicide or runs away

• cries themselves to sleep at night or has nightmares

• feels ill in the morning

• begins to under-perform in school work

• comes home with clothes torn or books damaged

• has possessions go "missing"

• asks for money or starts stealing money (to pay the bully)

• has dinner or other monies continually "lost"

• has unexplained cuts or bruises

• comes home starving (money/snack/sandwiches have been stolen)

• becomes aggressive, disruptive or unreasonable

• starts swearing or using aggressive language for no apparent reason

• is bullying other children or siblings

• stops eating

• is frightened to say what's wrong

• gives improbable excuses for any of the above

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be taken seriously and investigated as soon as possible.

What can you do if you are being bullied?

Kidsafe say: -

- Say 'No'
- Walk away
- Tell a trusted adult

What can you do if you see someone else being bullied?

(The role of the bystander)

Ignoring bullying is cowardly and unfair to the victim. Staying silent means the bully has won and gives them more power. There are ways you can help without putting yourself in danger. The children have also discussed this question and some of the strategies they suggested are listed below:

• Don't smile or laugh at the situation.

• Don't rush over and take the bully on yourself.

• Don't be made to join in.

• If safe to do so, encourage the bully to stop bullying.

• If you can, let the bully know you do not like his or her behaviour.

• Shout for help.

• Let the victim(s) know that you are going to get help.

• Tell a member of staff as soon as you can.

• Try and befriend the person being bullied.

• Encourage the person to talk to someone and get help.

• Ask someone you trust about what to do.

• If you don't feel you can talk to someone about it, write it down and give it to someone you can trust.

• Call a helpline for some advice.

Bullying of children with Special Educational Needs

Penketh South Community Primary School is an inclusive school. We provide a secure, accepting, safe and stimulating environment where everyone is valued for who they are.
We are aware that children with SEN or disadvantaged backgrounds may be particularly susceptible to bullying and will therefore monitor all behaviour closely.
High attainers, gifted or talented pupils can also be affected by bullying. Staff will treat this type of bullying as seriously and in the same way as any other type of bullying.

Procedures for reporting and responding to bullying incidents

All staff will respond calmly and consistently to all allegations and incidents of bullying at Penketh South Community Primary School. They will be taken seriously by all staff and dealt with impartially and promptly. All those involved will have the opportunity to be heard. Staff will protect and support all children involved whilst allegations and incidents are investigated and resolved.
The following step-by-step procedure will be used for reporting and responding to bullying allegations or incidents

1. Report all bullying allegations and incidents to staff.
2. Staff will make sure the victim(s)is and feels safe.
3. Appropriate advice will be given to help the victim(s).
4. Staff will listen and speak to all children involved about the incident separately.
5. The problem will be identified and possible solutions suggested.
6. Staff will attempt to adopt a problem-solving approach which will move children on from them having to justify their behaviour.
7. Appropriate action will be taken quickly to end the bullying behaviour or threats of bullying.

8. Staff will reinforce to the bully that their behaviour is unacceptable.

9. The bully (bullies) may be asked to genuinely apologise. Other consequences may take place and appropriate sanctions applied (see next section).

10. If possible, the pupils will be reconciled.

11. An attempt will be made, and support given, to help the bully (bullies) understand and change his/her/their behaviour.

12. In cases of serious bullying, the incidents will be recorded by staff on CPOMS recording system and this information will be seen by members of the safeguarding team

13. In serious cases parents will be informed and will be invited to come into school for a meeting to discuss the problem.

14. After the incident has been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

15. Bullying incidents will be discussed regularly at staff meetings.

16. The Headteacher will present termly reports on serious bullying incidents to the Governors.

17. If necessary and appropriate, Social Care or the police will be consulted.

The following sanctions may be used:

• Apologise to the victim(s) verbally or in writing

• Lose privileges

• Lose playtimes (stay with class teacher, write lines or do extra work)

• Stand outside the Headteacher's office

• Spend playtimes and lunchtimes with an adult

• Parents will be invited in to school

• Go on a self-improvement report

• Be removed from class and work in isolation

• Lose class rewards

• Report to the Headteacher or Deputy Headteacher

• Be withdrawn from participation in school visit, clubs and events not essential to the curriculum.

• Fixed term exclusion

• Permanent exclusion

Strategies for the prevention and reduction of bullying

Whole school initiatives (Kidsafe) and proactive teaching strategies will be used throughout the school to develop a positive learning environment with the aim of reducing the opportunities for bullying to occur. These can include:

• Involving the whole school community in writing and reviewing the policy

• Undertaking regular questionnaires and surveys to monitor the extent of bullying in the school and the effectiveness of the anti-bullying policy

• Making national anti-bullying week a high profile event each year

• Awareness-raising through regular anti-bullying assemblies

• PHSE (Personal, Health & Social Education) scheme of work from Nursery to Year 6 used to support this policy

• Circle time on bullying issues

• Setting up of a circle of friends support network where a small group of children volunteer to help and support an individual experiencing difficulties

• Children writing stories and poems and drawing pictures about bullying

• Children being read stories about bullying

• Using drama activities and role-plays to help children be more assertive and teach them strategies to help them deal with bullying situations

• Prominently displaying anti-bullying posters produced by the children around the school

• Introducing playground improvements and initiatives

• Training Y5 or Y6 pupils to be Playground Leaders

• Using praise and rewards to reinforce good behaviour

• Encouraging the whole school community to model appropriate behaviour towards one another

• Organising regular anti-bullying training for all staff

Liaison with parents and carers

We will:

- Make sure that key information about bullying is available to parents/carers
- Ensure that all parents/carers know who to contact if they are worried about bullying

- Ensure that parents/carers know about our complaints procedure and how to use it effectively.
- Work with all parents/carers about the local community to address issues beyond the school gates that give rise to bullying.
- Ensure that parents work with the school to role model positive behaviour for pupils, both on and offline.

Responsibilities

It is the responsibility of:

- School Governors to take a lead role in monitoring and reviewing this policy.
- Governors, the Headteacher, Senior Leaders, All Staff are to be aware of this policy and implement it accordingly.
- The headteacher to communicate the policy to the school community and to ensure that disciplinary measures are applied fairly, consistently and reasonably.
- Staff to support and uphold the policy.
- Parents/Carers to support their children and work in partnership with the school
- Pupils to abide by the policy.

Monitoring and evaluation of the policy

To ensure this policy is effective, it will be regularly monitored and evaluated. Questionnaires completed by the whole school community, together with surveys, focus groups, children's and parents'/carers comments will be used to gauge the effectiveness of the policy.

Following an annual review any amendments will be made to the policy and everyone informed. An annual report will then be issued to governors and parents and the policy will be distributed to all parents.