



North Park Primary School

Anti-Bullying Policy

Reviewed July 2014; July 2015, Oct 2016

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Anti-Bullying Policy

Mission Statement

To achieve the very best for every child - working together to provide a caring environment, that encourages and nurtures, with an enriched education for all.

School Aims

- To be an effective school, where children are encouraged to achieve their potential and staff strive to provide a high quality education.
- To promote a positive ethos in which all children and staff are valued and good relationships with all are fostered.
- To deliver rich, relevant and meaningful learning experiences, and provide a broad and balanced curriculum for all.
- To promote spiritual, moral, social and cultural development.
- To work with all partners - staff, governors, parents, nursery and secondary schools, and other agencies – for the benefit of our children.

Anti-Bullying Policy

Rationale

North Park Primary School aims to work effectively against bullying. We know that there are times when bullying may occur and that this can be distressing to all concerned. We want to protect those who are being bullied and to counsel those who bully, making them aware of the consequences of their behaviour and teach them there is a better way to behave.

Aims

We believe that all pupils have a right to feel safe and happy at school so that they can concentrate on their learning and enjoy school. We aim:

- To build the children's self-esteem and confidence in tackling bullying and relationship issues;
- To create a safe, listening environment, where adults and children know they will be listened to and where concerns are dealt with appropriately;
- For pupils, staff and parents to understand that bullying is unacceptable, and how to deal with bullying effectively;
- For children to understand the difference between bullying and falling out;
- For our approach to anti-bullying to be consistent across the whole school;

- To ensure this policy to be shared and understood by all, and as such it has been developed in partnership with pupils, staff, parents, and governors.

This policy is delivered alongside the general aims of the school and links with the school policies on Behaviour, Equality, Child Protection/Safeguarding and the PSHCE curriculum. Links are also made within policies for E-safety

Definition

What is bullying?

When we define Bullying we need to remember:

1. Bullying is deliberate or intentional,
2. It is usually repeated and
3. There is an imbalance of power between perpetrator and target.

We say 'usually repeated' because in some cases such as bullying targeting someone with special needs for example or if there is a risk of harm we would not look for repeated incidents to classify it as bullying if all the other aspects were there. Bullying can be frequent or infrequent, long term, high or low level and persistent. Bullying can include bullying of and by school staff, whether by pupils, parents or staff

Bullying can take many forms including:

- Physical – kicking and shoving, injuring the target or damaging their belongings, intimidation
- Verbal – taunts and name-calling, insults, threats or humiliation, intimidation
- Emotional - behaviour intended to isolate, hurt or humiliate someone
- Indirect – sly and underhand, behind the target's back, rumour spreading
- Cyber – using any form of electronic means, mobile phones, social networks, gaming, chat rooms, forums or apps.

Bullying can be driven by prejudice or fear of difference. It can be linked to:

- Race, religion or culture
- Gender
- Sexual orientation
- Appearance
- Family arrangements

Bullying is not

- A one-off incident
- Two children having a fight.
- Friends falling out, arguing and name-calling.
- Bumping into another child in the playground.

What are some of the signs of Bullying?

Behaviour of children and young people is not always easily understood. Changes in behaviour may have many causes. Being bullied can be one reason why a child or young person's behaviour changes. There is a need to be alert to the possibility of bullying occurring. Some signs which need to be investigated sensitively may include:

- Being frightened to walk to or from school
- Being unwilling to go to school
- Absence from school
- Asking to be driven to school
- Changing their route to school
- Schoolwork beginning to be affected
- Coming home with books or clothes damaged
- Fear or a mobile ringing or of websites
- Becoming withdrawn, clingy, moody, aggressive or emotional
- Becoming distressed, having sleep or appetite problems
- Crying themselves to sleep
- Having nightmares
- Unexplained bruises or scratches
- Behave in immature ways, e.g. revert to thumb sucking
- Having difficulty concentrating
- Complaining frequently of illness
- Significant behaviour change, including attention seeking behaviour
- Remaining close to teachers or supervisory staff

It must be remembered that some victims reveal no outward signs, and that some of these signs can also point to other problems, and may not be linked to bullying.

How will bullying be dealt with?

Any incidence of bullying is dealt with seriously, but with an emphasis on a caring, listening approach to both victims and the child who bullies/shows bullying behaviour. If bullying is either reported or suspected we will:

- Ensure incidences are recorded and reported fully. Recording will be done openly and with the knowledge and consent of the victim. Where

appropriate the victim will sign any written record. These will be kept securely and will be reviewed by SMT and Governing body, in confidence. Incidences of bullying will be reported to Governors, as appropriate and where necessary other school policies and procedures will be followed should any further action be required.

- Any adult who responds to incidences of bullying will be expected to do so in a sensitive way; pupils may for example have special educational needs or other difficulties such as family problems, which may exacerbate issues; staff in school will be made aware of any potential issues, whilst we will also ensure confidentiality. All staff are regularly updated on pupils who may be vulnerable, including for SEN, and are especially vigilant in dealing with these pupils. Staff are expected to challenge and deal with any kind of bullying, including prejudice related bullying. School will:
 - Ensure the safety and well being of children.
 - Respond calmly and consistently.
 - Talk to the victim, witnesses and record all information fully.
 - Talk to the suspected child who bullies/shows bullying behaviour, attempting to identify reasons for the bullying, and discover why they have become involved; make it clear bullying will not be tolerated.
 - Inform parents of both victim and the child who bullies/shows bullying behaviour and work with them to resolve any issues.
 - Follow procedures in the Behaviour Policy, Equality Policy, E-safety Policy and other school policies to establish an agreement with pupils on how issues can be resolved.
 - Allow children time to resolve issues.
 - Follow up with further work to support pupils, where required, individually or together – both victim and the child who bullies/shows bullying behaviour, as required.
 - If necessary complete follow-up work with the pupils in the cohort or school; this will always be done in a sensitive way to ensure victims and those showing bullying behaviour are not named/isolated. For example, a whole school assembly may help highlight any issues beginning to arise or in-class PSHCE session.
 - If the incidents persist and are causing a health and safety issue then the Head Teacher could instigate exclusion procedures (see Behaviour Policy)

Ideas for supporting the victim

- Encourage them to talk, to discuss, draw and write about feelings and to ask for help
- Teach them to say no; practise this
- Teach them to be teased and how to cope, e.g. role play
- Make a list of what has been said or could be said. Learn some good responses

- Teach them not to respond
- Act out ways to deal with the situation
- Encourage victim to stay with friends and avoid isolation

Ideas for supporting a child who bullies/shows bullying behaviour:

Work with the child who bullies or shows bullying behaviour to see if they have ideas about why they do this – what would help them to stop

- Reassure them it is their behaviour that you do not like, not them
- Develop an action plan for change; this may include support for the bully, if required, for example counselling, family work, PSA, referral to specialist services.
- Set clear limits and goals and record these
- Explain penalties and sanctions
- Bolster and praise good behaviour
- Do not allow excuses
- Ensure they apologise face to face and explain what they are sorry for
- Have a time out area
- Role play situations

How do we work to prevent bullying taking place?

- Bullying is regularly covered through the PSHCE curriculum and during Family Group sessions (as part of RRS work). Children are taught how to resolve conflict and about good behaviour and positive relationships.
- We have comprehensive policies on behaviour management, e-safety, equality which are enforced by all staff.
- Assemblies – much work is done to help children reflect on moral and social development.
- We have an Anti-Bullying working party made up of pupils, staff, parents and Governors. The group reviews policies and procedures and provides guidance for children in school. The Governor responsible for Anti-Bullying is **Cllr Barbara Graham. Mrs E Spooner** is the lead on Anti-Bullying in School.
- We have Buddies and Mini-Buds in school – children in Year 2 and Year 6 are trained to be buddies and provide support for pupils during break and lunch times.
- We work with Anti-Bullying support staff, through an SLA with BIG (Bullying Intervention Group), to target groups of pupils in school, train staff and to help train our Buddies and Mini-Buds;
- Buddy stops on the playground.
- Guidance is given to parents and carers, and to pupils on how to deal with bullying. This is included in school brochures and is also available on the school website. (see Appendix 1)

- Anti-Bullying week – held annually to help focus the children on what they can do to help eradicate bullying.
- Buddies are deployed within the dining hall, classrooms and on the playground. At lunchtimes supervisory staff are in attendance in all areas of the school and follow the anti-bullying procedures. School ensures staff are deployed to supervise playgrounds and other areas, including the dining hall and corridors, to safeguard pupils and prevent incidences occurring. Comprehensive safety procedures are in place and this policy stands alongside other safety policies within school.

E-Safety

- Our comprehensive e-safety policy has been adopted and is regularly reviewed by Governors.
- Cyber-bullying is covered through termly E-safety lessons. These are a feature of ICT teaching in all year groups;
- LA EDAs regularly review our E-safety procedures and policies.
- All members of the school community know the procedure for reporting e-Safety concerns
- Parents sign an e-safety agreement alongside their child
- Incidents of e-bullying are reported and recorded within the school behaviour logs or other relevant areas (e.g. child protection logs). These are reviewed by the Governors and ICT lead alongside the SMT
- The school manages e-Safety incidents in accordance with the school discipline/ behaviour policy where appropriate, and informs parents when required.

Equality

- The school is committed to ensuring we celebrate difference and promote equality in all we do. Equal opportunities underpin the work done within both the explicit and implicit curriculum. Pupils are regularly taught about the diverse society we live in and our Spiritual, Moral, Social and Cultural guidance prepares the pupils to be effective citizens in life. We hold the Rights Respecting School Award, which underpins our behaviour policy and guidance, and is reflected within the work we do in school. As part of this all incidences of bullying which relate to inequality will not be tolerated.
- The school has comprehensive Equality policies in place, in line with the Equality Act 2010; the school is opposed to all forms of prejudice which stand in the way of fulfilling the legal duties referred to in paragraphs 1–3: this includes:
 - prejudices around disability and special educational needs
 - prejudices around racism and xenophobia, including those that are directed towards religious groups and communities, for example anti-Semitism and Islamophobia, and those that are directed against Travellers, migrants, refugees and people seeking asylum
 - prejudices reflecting sexism, sexual orientation and homophobia.
- The Equality Governor is **Father J Livesley**

- The policy addresses all forms of prejudice and bullying and recognises the need to ensure school is pro-active in its opposition to all forms of prejudicial bullying.
- All incidences of this kind are logged and reported, and reviewed termly by Governors; school ensures its responsibilities in recording and reporting incidences are taken seriously.
- Staff are given guidance on dealing with prejudice related incidents.

Monitoring

The Headteacher and Governors will regularly review the policy and guidance, along with any incidences of bullying through:

- Pupil discussion – all groups including school council and working party; pupil questionnaire – whole school.
- Review of behaviour and incident log
- Review of pupil and parent questionnaires
- Parental feedback and questionnaires
- The Anti-Bullying working party, which includes Governors and parents, will also review policy, guidance and procedures.
- Analysis of data – incidences of bullying, etc are recorded and reviewed by SMT annually to inform any school improvement work required.
- Policies are available for parents on the school website and all initiatives and successes related to this are regularly communicated to parents through newsletters etc.

BULLYING – DON'T SUFFER IN SILENCE

Information for pupils

WHEN YOU ARE BEING BULLIED

- Be firm and clear – look them in the eye and tell them to stop.
- Get away from the situation as quickly as possible.
- Tell an adult what has happened straight away.

AFTER YOU HAVE BEEN BULLIED

- Tell a teacher or another adult in school.
- Tell your family.
- If you are scared to tell a teacher or an adult on your own, ask a friend to go with you.
- Keep on speaking up until someone listens.
- Don't blame yourself for what has happened.

WHEN YOU ARE TALKING ABOUT BULLYING WITH AN ADULT, BE CLEAR ABOUT

- What has happened to you?
- How often it has happened.
- Who was involved?
- Who saw what was happening.
- Where it happened.
- What you have done about it already.

ADVICE TO PARENTS

If your child has been bullied

- Calmly talk with your child about his/her experience.
- Make a note of what your child says – particularly who was said to be involved; how often the bullying has occurred; where it happened and what has happened.
- Reassure your child that he/she has done the right thing to tell you about the bullying.
- Explain to your child that should any further incidents occur he/she should report them to a teacher or another adult immediately.
- Make an appointment to see your child's class teacher as soon as you can. You can get in touch by telephone and by calling into school.
- Explain to the teacher the problems your child is experiencing.

Talking with teachers about bullying

- Try to stay calm – bear in mind that the teacher may have no idea that your child is being bullied or may have heard conflicting accounts of an incident.
- Be as specific as possible about what your child says has happened, give dates, places and names of other children involved.
- Make a note of what action the school intends to take.
- Ask if there is anything you can do to help your child or the school.
- Stay in touch with the school; let them know if things improve as well as if problems continue.
- If needed the complaints procedure is available on the website and from school or from School and Governor Support. We would hope this would not be needed and any issues could be resolved as soon as possible.

If your child is bullying other children

Many children may be involved in bullying other pupils at some time or other. Often parents are not aware that their child is involved in bullying.

Children sometimes bully others because:

- They don't know it is wrong.
- They are copying older brothers or sisters or other people in the family whom they admire.
- They haven't learnt other, better ways of mixing with their school friends.
- Their friends encourage them to bully.
- They are going through a difficult time and are acting out aggressive feelings.

To stop your child from bullying others

- Talk with your child; explain that what he/she is doing is unacceptable and makes other children unhappy.
- Discourage other members of your family from bullying behaviour or from using aggression or force to get what they want.
- Show your child how he/she can join in with other children without bullying.
- Make an appointment to see your child's class teacher, explain to the teacher the problems your child is experiencing; discuss with the teacher how you and the school can stop him/her bullying others.
- Regularly check with your child how things are going at school.
- Give your child lots of praise and encouragement when he/she is co-operative or kind to other people.

BUDDIES

We operate a buddy system in the playground where older children will organise games and offer support to any child who seems lonely. The 'buddies' can be immediately recognised by their yellow caps. Younger children also act as Mini-Buds. There are Buddy stops on the yard where children know they can go if they want to talk to a Buddy.