

BUTTERWICK PINCHBECK'S ENDOWED CHURCH OF ENGLAND PRIMARY SCHOOL



ANTI- BULLYING POLICY

As an inclusive Christian school, our vision is to provide a safe, happy, loving and nurturing environment where individuals feel valued and are encouraged to fulfil their hopes and aspirations. Through an inspiring and enriched curriculum, pupils are given the best opportunities to flourish and develop their God given talents.

*'Do everything in love' 1 Corinthians 16:14
Together Everyone Achieves More*

Date Agreed: January 2023
Date to be Reviewed: January 2026

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Anti-Bullying Policy

This policy must be read and implemented in conjunction with the following whole school policies:

- Behaviour
- Positive Handling
- Safeguarding and Child Protection
- E – Safety
- SEND
- School vision and values

Introduction:

The aim of the school's policy is to prevent bullying and to deal with it effectively if it does occur. This is a matter of great concern to all parents, teachers and children. A distinct line should be drawn between spontaneous, isolated argument, falling out and disagreements between children and systematic bullying. The former are usually made up fairly quickly and verbal or physical abuse is short lived. It is part of normal childhood and most children as they mature cope with these events and problems.

This policy has been developed to reflect the school's Christian values of **Service, Hope, Friendship, Forgiveness, Love and Respect** and implemented in consultation with the whole school community including pupils, parents/carers, staff and governors. It was also written with reference to the Equality Act 2010.

***'Do to others as you would have done to you.'* (Matthew 7:12)**

What we believe about bullying:

We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. **We take part in the Anti-Bullying Alliance's 'All Together' programme and our school has been awarded 'Gold' status two years in succession for our work in this area.**

What Is Bullying?

"The repetitive, intentional hurting of one person or group physically and/or emotionally by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online"

What forms does bullying take?

Bullying can take many forms (e.g. cyberbullying via text messages or the internet). It can be physical, verbal or indirect, such as spreading nasty rumours or excluding one child from a group. Bullying is characterised by an imbalance of power and/or the use of aggressive behaviour - physical, verbal or isolating, with the intention of hurting another person either physically or emotionally. Bullying results in pain and distress to the victim

and often it takes place secretly.

Examples:

Name calling – using bad language

Physical

Destroying other people’s property

Persistent mental cruelty

Racist remarks / religion

Spreading rumours

Discrimination

They do it because of personalities

Personal remarks

Saying unkind things about your family

Hurting feelings

Cyber bullying

Teasing about being gay/Homophobic

Disability related

Poverty/ related to appearance

Transgender

This list is not exhaustive.

To clarify; we understand that bullying can be:

Emotional: being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)

Physical: pushing, kicking, hitting, punching or any use of violence

Racist: racial taunts, graffiti, gestures

Sexual: unwanted physical contact or sexually abusive comments

Homophobic: because of, or focusing on the issue of sexuality

Verbal: name-calling, sarcasm, spreading rumours, teasing

Cyber: All areas of internet, such as email, snap chat, Facebook, Instagram misuse; online gaming, Mobile threats by text messaging & calls; Misuse of associated technology, i.e. camera & video facilities

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Bullying has the potential to damage the mental health of a victim. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

Aims of the Policy:

- To promote a secure and happy environment free from threat, harassment and any type of bullying behaviour.
- To take positive action to prevent bullying occurring through a clear school policy on personal and social development.
- To inform pupils and parents of the school’s expectations and to foster a productive partnership to help maintain a secure atmosphere.
- To deal with it effectively and quickly.

Achieving the Aims

The stated aims will be achieved through the school’s policies and procedures.

What pupils need to know:

- It is important to tell someone whether it is happening to you or to someone else.
- Behaviour perceived to be bullying will never be tolerated.
- All incidents of bullying brought to the school’s attention will be taken seriously, investigated and appropriate action will be taken.

- An unwillingness to speak up promotes bullying within the school and protects those pupils who wish to be cruel to others.
- Children made aware of how to report bullying, who to report too and how they can support themselves; through regular updates from staff, PSHE lessons throughout the school and event specific times such as the national E-safety week or anti bullying weeks that our school takes part in
- Tell a friend
- Tell your School Council member
- Tell the Learning Mentor
- Tell a teacher or adult whom you feel you can trust
- Go to the Buddy bench
- Write your concern and leave it on you teacher's desk or post it in a 'worry box'
- Tell a parent or adult at home whom you feel you can trust
- Discuss it as part of your PSHE time
- Ring Childline and follow the advice given
- Visit the school website for ideas of what to do next.

What parents need to know:

- We take bullying seriously
- If you suspect your child is involved in incidents of bullying, contact the school immediately
- We will investigate all such matters and take appropriate action
- If we have evidence that a pupil is involved in incidents of bullying, we will contact the parents of the children involved and keep them informed of progress with the handling of such incidents.

Parents have a responsibility to:

- Support the School's anti-bullying policy, and actively encourage their child to be a positive member of the School.
- Allow the School to resolve the problem with the bully/ies and their parents. All parents are strongly requested that they do not involve themselves in any investigation of bullying.
- Encourage their child to behave responsibly on entering and leaving the School site. The School strongly urges parents to actively discourage their child from using retaliation through the use of inappropriate language or behaviour.
- Contact their child's class teacher immediately if they are concerned that their child might be being bullied, or suspect that their child may be the perpetrator of bullying.
- Follow the School's complaints procedure (available upon request or on the School website) if they remain dissatisfied.
- Ensure that their child arrives and leaves the School site safely.
- Ensure that their child continues to attend School regularly and punctually

Staff recognise that some children are more susceptible to bullying than others, particularly those with special educational needs, those with physical difficulties, and children who are on the Autistic Spectrum. We also recognise that children may be bullied because of their race, culture, ethnicity or gender. All staff and children will be made aware that bullying behaviour of any kind is not acceptable at our school. When dealing with incidents of unacceptable behaviour or bullying, staff will make reasonable adjustments when dealing with children with special educational needs. Staff will take into account their knowledge of the child(ren) concerned (including the effect that physical intervention can have upon some children with special education needs, especially those on the Autistic Spectrum).

Prevention:

- Staff are watchful for signs of distress, deterioration of work, frequent illness/absence, isolation, desire to remain with adults, reluctance to come to school.
- The general ethos of the school encourages a co-operation, tolerance and friendship.
- Children are encouraged to speak to staff regarding bullying and staff listen sympathetically.
- The unacceptable nature of bullying and its consequences are regularly repeated to all children.
- Parents are encouraged to contact school if they believe bullying is taking place.
- Staff exercise vigilance at break, lunch etc.
- Anti- Bullying posters are displayed in school
- Anti-bullying literature is available to staff and parents and children
- Assemblies and class lessons to raise awareness of children as to the nature of bullying and discrimination
- Activities during Anti-Bullying Week and E-safety week
- School values that promote **Friendship, Love, Forgiveness, Respect, Service and Hope**

Procedures:

When an incident of bullying is reported to a member of staff they will:

- Record and monitor incidents. An incident file is maintained and stored on Myconcern. Any adult who witnesses an act of bullying should record this as soon as is practicable and pass on to the Headteacher or Deputy Head.
- Treat any report of bullying seriously
- Make enquiries to clarify exactly what has happened.
- The child displaying unacceptable behaviour, may be asked to genuinely apologise (as appropriate to the child's age and level of understanding)
- Wherever possible, the pupils will be reconciled.
- Assure the students they have acted appropriately in reporting the bullying.
- Give advice on how to deal with any repeat incidents that may occur.
- In some cases, outside agencies may be requested to support the school or family in dealing with a child continually demonstrating unacceptable behaviour towards others. e.g. police, counsellor, Early Help Assessment.

In addition some or all of the following steps may be taken depending on individual circumstances:

- All staff will be informed of the serious nature of the problem and to make a special effort to observe the child who has been bullied.
- The victim will be watched unobtrusively and also spoken to in order to reassure that they have not been forgotten about.
- Friendship with other children will be encouraged.
- Involvement of parents (both victim and perpetrators)

General or specific discussion with individuals, groups or the whole school as necessary

The ethos and working philosophy of Butterwick school means that all staff actively encourage children to have respect for each other and for other people's property. Good and kind/polite behaviour is regularly acknowledged and rewarded.

Staff will regularly discuss bullying, this will inform children that we are serious about dealing with bullying and leads to open conversations and increased confidence in children to want to discuss bullying and report any incidents and concerns about other children's behaviour.

Staff will reinforce expectations of behaviour as a regular theme in lessons and assemblies

Staff to follow the equality policy; supporting every child in our school. Staff must be careful not to highlight differences of children or an individual child, even if this is done in jest. This gives other children advocacy to use this difference to begin calling names or teasing.

Bullying – Don't Suffer in Silence

Information for Pupils

If you believe you are being bullied

- Tell a trusted adult what has happened straight away
- If you can, write down everything that has been said or done to hurt you. Be careful only to write down things that have really happened.
- Do not blame yourself – it is not your fault.
- Make friends or stay with a crowd.
- If worried, stay near a member of staff at playtime and, if possible, walk home with a friend.
- Try not to show you are upset.
- Try to ignore it, try to stay calm and look as confident as you can. Say "No" clearly and walk away to safety. If possible, tell an adult straight away

For children who see someone being bullied

- Try to be a friend to the person who is being bullied.
- Ask if they feel they can talk to someone. If they won't talk to someone and you are worried about them, go to a trusted adult.
- Never join in with a bully – physically, verbally or by isolating another child.
- If you see anyone being bullied, tell an adult immediately

After you have been bullied

- Tell a teacher or other adult in school
- Tell your family
- If you are scared to tell an adult by yourself ask a friend to come with you
- Keep speaking until someone listens and does something to stop the bullying
- Don't blame yourself for what has happened

For children who are using bullying behaviour

- Recognise that your behaviour is seen as bullying – physically, verbally, or by isolating; this is wrong and can have a long lasting effect on others.
- Even if you think that bullying is just a laugh, children who are bullied and those who care for them, feel very scared and/or upset. You should recognise the impact your behaviour may have on others.
- If you are angry and upset about something, talk about it with a trusted friend or adult, instead of taking it out on someone else.
- A bully doesn't have many true friends.
- Change your bullying behaviour straightaway and become a 'hero' not a 'baddie'.
- Speak to an adult about your bullying behaviour.

When you are talking to 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

If it is difficult to talk to anyone at school or home ring CHILDLINE 0800 1111

Sanctions

When all other responses have been exhausted, the following sanctions will be considered:

- Official warning to cease offending
- Yellow card given
- Withdrawal of privileges e.g. loss of specific roles such as school council member, representing the school in sporting fixtures
- Detention within the school day
- Exclusion from certain areas of the school premises
- Internal exclusion
- Fixed term exclusion
- Permanent exclusion
- Police involvement

Resolution of Bullying Incidences

- The class teacher will attempt to resolve the issues associated with the incidences of bullying reported to them.
- If this does not result in a change of behaviour then the Headteacher, SLT or learning mentor will become involved.
- The parents of the perpetrator, and also the victim, may be spoken to about the incident or about their general concerns.
- The bully will be asked to genuinely apologise to the victim.
- The bully will be sanctioned but also supported, in response to the incidents; this will be decided by the Headteacher and shared with the parents involved and the victim.
- In some cases, outside agencies may be requested to support the School or family in dealing with bullying e.g. Community Police, Counsellor etc.
- The anticipated outcome would be reconciliation of all parties involved.
- After the incident/incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
- The School's Pastoral Support may be used to support the perpetrator and/or the victim (and may be used to help resolve the situation).

Further Information for Parents and Families:

Every school is likely to have some problem with bullying at one time or another. Your child's school must by law have an Anti-Bullying Policy and use it to reduce and or prevent bullying.

Parents and families have an important part to play in helping schools deal with bullying

First, discourage your children from using bullying behaviour at home or elsewhere. Show how to resolve difficult situations without using violence or aggression

Second, ask to see the school's **Anti- Bullying Policy**. Each school must have one which sets out how it deals with incidents of bullying. You have a right to know about this policy which is as much for parents as for staff and pupils

Third, watch out for signs that your child is being bullied or bullying others. Parents and families are often the first to detect symptoms of bullying, though sometimes school nurses or doctors may first suspect that a child has been bullied. Common symptoms include headaches, stomach aches, anxiety and irritability. It can be helpful to ask questions about progress and friends at school; how breaks and lunchtimes are spent; and whether you child is facing problems or difficulties at school. Don't dismiss negative signs. Contact school immediately if you are worried

If your child has been bullied

- Calmly talk to them about it
- 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 them that telling you about the bullying was the right thing to do
- Explain that any further incidents should be reported to a teacher immediately
- Make an appointment to see your child's class teacher or Head
- Explain the problems your child is experiencing

Talking to teachers about bullying

- Try and stay calm – bear in mind that the teacher may not know 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 children involved
- Make notes 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 you think your concerns are not being addressed

- Check that the school Anti- Bullying Policy to see if agreed procedures are being followed
- Make an appointment to see the Headteacher, keeping a record of the meeting
- If this does not help, write to the Chair of Governors explaining your concerns and what you would like to see happen
- Contact Family Lives (previously known as Parentline) on **0808 800 2222**. It offers a confidential and free helpline service for information, advice, guidance and support on any aspect of parenting and family life, including bullying.

If your child is bullying other children

Many children may be involved in bullying others at some time or the other. Often parents are not aware. Children sometimes bully others because

- They don't know it is wrong
- They are copying older brothers or sisters or others in the family 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 bullying others

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

The Role of Governors

The Governing Body supports the Headteacher in all attempts to eliminate bullying from our School. The Governing Body will not condone any bullying at all in our School, and any incidents of bullying that do occur will be taken very seriously, and dealt with appropriately.

Responsibility to:

- Monitor and analyse incidents of bullying that do occur, and review the effectiveness of this policy annually. They look out in particular for racist bullying, or bullying directed at children with disabilities or special educational needs.
- Require the school to keep accurate records of all incidents of bullying, and to report to the Governors on request, about the effectiveness of School anti-bullying strategies.
- In accordance with the School's Complaints Policy, respond to parental dissatisfaction with the way the School has dealt with a bullying incident.

Appendix 1

Possible Signs and Symptoms of a Bullied Child

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs, and they should investigate if a child:

- Is frightened of walking to or from school.
- Begs to be driven to school.
- Changes their usual routine.
- Is unwilling to go to school
- Becomes withdrawn, anxious, or lacking in confidence, shy, nervous or clingy.
- Starts stammering.
- Attempts or threatens suicide or runs away.
- Cries themselves to sleep at night or has nightmares.
- Feels ill in the morning.
- Standard of school work falls.
- Clothes torn or books damaged.
- Has possessions which are damaged or "go missing".
- Asks for money or starts stealing money (to pay bully).
- Has dinner or other monies continually "lost".
- Has unexplained cuts or bruises.
- Comes home starving (lunch has been stolen)
- Becomes aggressive, disruptive or unreasonable.
- Is bullying other children or siblings.
- Stops eating.
- Is frightened to say what's wrong.
- Gives improbable excuses for any of the above.
- Is afraid to use the internet or mobile phone.
- Is nervous and jumpy when a cyber message is received.
- Lack of eye contact.
- Becoming short tempered.
- Change in attitude to people at home.

The staff of the School, through direct supervision and interaction with the children, will look carefully for signs of bullying. These signs and behaviours could indicate other problems, but bullying should be considered a possibility, and should be investigated