

BUTTERWICK PINCHBECK'S ENDOWED CHURCH OF ENGLAND PRIMARY SCHOOL



ANTI- BULLYING POLICY

Date Agreed: November 2016

Date to be Reviewed: November 2018

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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

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.

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.

What Is Bullying?

Bullying is hurting another person deliberately and **persistently**. Bullying results in pain and distress to the victim and often it takes place secretly.

What forms does bullying take?

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 information from "Don't Suffer In Silence"
- Tell a friend
- Tell your School Council rep
- Tell a Learning Mentor
- Tell a teacher or adult whom you feel you can trust
- Go to the Buddy bench
- Write your concern and post it in the '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.

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

Procedures:

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

- 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.
- Make a written summary of the situation and pass it on to the appropriate person. A log will be kept and monitored to ensure repeat offenses do not occur.
- 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

- Try to stay calm and look as confident as you can
- Be firm and clear – look them in the eye
- 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 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

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

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 your 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
- Discuss your concerns with a Governor (see website for names)
- Make an appointment to see the Head, keeping a record of the meeting
- If this does not help, write to the Chairman of Governors explaining your concerns and what you would like to see happen
- Contact local or national parent support groups for advice
- Contact the Director of Education for your authority, who will be able to ensure that the Governors respond to your concerns
- 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. In the last resort write to the Secretary of State for Education

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 Head; 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.