



Shottery St Andrew's Anti Bullying Policy

"Care for Care about"

Position and Values

Bullying, especially if left unaddressed, can have a devastating effect on individuals. It can be a barrier to their learning and have serious consequences for their mental health. Bullying which takes place at school does not only affect an individual during childhood but can have a lasting effect on their lives well into adulthood. By effectively preventing and tackling bullying, schools can help to create safe, disciplined environments where pupils are able to learn and fulfil their potential.

Department for Education July 2017

At Shottery we aim to provide a safe environment for both pupils and staff, and consider bullying to be unacceptable. All members of the school community have the right to work in a secure and caring environment and have the responsibility to contribute such that we can maintain and protective this. In doing so we will maximise the opportunity for our staff to work to their full potential and for pupils to be happy, to learn and achieve.

We expect pupils to act safely. Pupils have the right to feel safe in school, to be free from intimidation and fear and understand their roles, rights and responsibilities. All members of our community should know that we do not tolerate bullying and pupils will be confident to seek support from school should they feel unsafe or see others being hurt because they know they will be listened to.

Date: October 2017

Date of Next Renewal: October 2019

Clarification of Terms

Bullying is behaviour by an individual or group, usually repeated over time, which is wilful, persistent and consciously intended to hurt, threaten, worry, demean, devalue or frighten. Some bullying may be premeditated. It differs from teasing/falling out between friends and types of aggressive behaviour because it is usually persistent; there is a power imbalance that makes it hard for the victim to defend themselves against a deliberate intention to hurt. Occasionally an incident may be deemed to be bullying even if the behaviour has not been repeated or persistent. **Bullying may be verbal, physical or emotional. It is important to recognise that if the perpetrator does not recognise their actions are perceived as bullying then the bullying may be unintentional.**

Cyberbullying or cyberharassment is a form of bullying or harassment using electronic forms of contact such as email, text, social media or on gaming platforms.

Bullying can include:

- **Verbal** – by being teased in a nasty way; belittled or ridiculed, name calling, taunting, mocking; insulted about their race, religion or culture; called names in other ways or having offensive comments directed at them.
- **Homophobic bullying and using homophobic language** - Homophobic language is when terms of abuse are used towards lesbian, gay and bisexual people or those thought to be. It is also used to refer to something or someone as inferior. This may also be used to taunt young people who are different in some way or have gay friends, family members or their parents/carers are gay. At Shottery Primary we will challenge the use of homophobic language in our school even if it appears to be being used without any homophobic intent. Persistent use of homophobic language or homophobic bullying will be dealt with as with any other form of bullying.
- **Physical** – by being punched, pushed or hurt; made to give up money or belongings; having property, clothes or belongings taken or damaged; being forced to do something they don't want to do.
- **Cyber bullying** - inappropriate text messaging and e mailing; sending offensive or degrading images by phone or via the internet. The increasing use of digital technology and the internet has also provided new and particularly intrusive ways for bullies to reach their victims. We will ensure that our children are taught safe ways to use the internet and encourage good online behaviour. Whilst most incidents of Cyberbullying occur outside school we will offer support and guidance to parents and their children who experience online bullying. Where Cyberbullying occurs within school it will be treated in the same way as any other form of bullying. School computer systems are monitored for key strokes and screen captures are taken.
- **Emotional** – by having nasty stories told about them; being left out, ignored or excluded from groups gossiping and spreading hurtful and untruthful rumours or offensive graffiti.

Although bullying can occur between individuals it can often take place in the presence (virtually or physically) of others who become the 'bystanders' or 'accessories'.

Bullying can take place between:

- pupils
- pupils and staff
- between staff
- parents and staff
- parents and pupils

Bullying is not necessarily the older person against the younger person.

How do we decide if behaviour is bullying or a falling out?

The word bullying can sometimes be used for behaviour that as teachers we may feel could be better described as a friendship disagreement, falling out or being unkind. It is important to recognise however that these behaviours affect different children in different ways and for some children can have a significant emotional affect.

Signs and Symptoms:

A victim may indicate by **signs** or behaviour that he or she is being bullied. These may include:

- Reluctance to attend school
- Truancy from specific lessons for example PE
- Damage to clothing or possessions
- 'losing' more items than usual
- Unexplained bruises/swellings
- Deterioration of school work/academic performance
- being afraid to use the Internet
- becoming jittery about receiving text messages
- Unkempt uniform
- bullying towards siblings
- taking money without permission

Symptoms may include:

- Loss of appetite
- Headaches
- Stomach aches
- stammering or tics
- Sudden changes in behaviour
- Lack of confidence
- Signs of depression
- Nervous/edginess
- Difficulty in concentration
- Lack of motivation to complete work

Why children may be bullied

Bullying can happen for a variety of reasons, however it is generally about power. Sometimes bullying will happen where a child feels threatened, for example their position within a friendship circle or academic rank in the class. At other times a child may become the victim because they are different to others this may be a physical difference for example they are fat or thin, they wear glasses or a hearing aid or an academic, socio economic or racial or religious difference.

Roles and responsibilities

The Education and Inspections Act 2006

Section 89 of the Education and Inspections Act 2006 provides that maintained schools must have measures to encourage good behaviour and prevent all forms of bullying amongst pupils. These measures should be part of the school's behaviour policy which must be communicated to all pupils, school staff and parents. The Equality Act 2010

The Equality Act 2010

A key provision in The Equality Act 2010 is the Public Sector Equality Duty (PSED). The Duty requires public bodies to have due regard to the need to:

- ♣ eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act
- ♣ advance equality of opportunity between people who share a protected characteristic and people who do not share it
- ♣ foster good relations between people who share a protected characteristic and people who do not share it.

Safeguarding children and young people

When there is 'reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm' a bullying incident should be addressed as a child protection concern under the Children Act 1989. Where this is the case, the school staff should discuss with the school's designated safeguarding lead and report their concerns to their local authority children's social care and work with them to take appropriate action

Criminal law

Although bullying in itself is not a specific criminal offence in the UK, it is important to bear in mind that some types of harassing or threatening behaviour – or communications – could be a criminal offence. Examples of bullying which are criminal offences

- assault: Hitting, punching or kicking
- theft: Stealing someone's money or property or taking property and damaging it
- harassment: Continual name calling, making abusive phone calls, posting abuse on the internet or sending threatening text messages

This policy covers behaviour during the school day both on and off site and in relation to school events such as school clubs, trips and sporting events where pupils are representing the school. Where transport to school is local authority arranged this constitutes part of the school day.

As with all policies within the school all members of the school staff have a responsibility to follow the procedure detailed within the policy; the Headteacher has overall responsibility for the policy and its implementation. A copy of this policy may be found on the school website and forms part of the classroom files. The governing Body are responsible for ensuring that this policy is reviewed at least every 2 years.

Our staff will

- Foster self esteem, self respect and respect in pupils
- Demonstrate and model high standards of behaviour
- Discuss bullying
- Be alert to signs of bullying
- Listen to pupils and take action
- Report and log bullying as detailed in this policy

Our pupils will

- Refrain from becoming involved in bullying
- Intervene to protect without becoming involved
- Report suspected bullying to staff

Our parents will

- Watch for signs of distress or unusual behaviour which may be signs of bullying
- Support their children to report bullying

- Advise their children not to retaliate
- Inform us in writing of any alleged bullying and keep their own record of this report
- Cooperate with us if their child is accused of bullying

ONLY BY WORKING TOGETHER CAN WE ERADICATE BULLYING IN SCHOOLS.

Other Relevant Policies

Behaviour and Discipline Policy Child Protection and Safeguarding, E Safety and Equal Opportunities, Whistleblowing Policy, Staff Code of Conduct, Respect Policy.

Early Intervention and preventative methods

Since 2009 the behaviour of pupils at our school has been deemed by Ofsted to be outstanding, we are not however complacent and recognise that as a school community we must continue to be vigilant and to act to ensure we equip our pupils with the appropriate tools and resilience to prevent and tackle bullying. Through PSHE, SEAL, the Protective Behaviours Programme, E-Safety sessions, circle time and assemblies pupils learn appropriate behaviour and what to do if they encounter a difficulty. All forms of bullying, sexual and racial harassment are discussed and staff ensure that discussions and teaching, are age appropriate but may include poetry and drama which have previously been shown to be beneficial to both victim and bully. The school also holds an anti bullying week, usually in November. We are very aware that the size of our playground is limited and work with the children on games and activities to encourage good play and limit poor behaviour.

- Different areas of the playground are allocated to various activities such as the climbing frame, netball, football and table tennis and certain games are limited to certain times of day.
- We have picnic tables and benches placed in the playground to provide an area where children can sit and chat, play table games, write, read or draw.
- Subject to supervision the orchard is also available for use.

Sanctions and monitoring

Extract from Bullying.co.uk

Bullying causes intense misery and can lead to depression and self harming. Class teachers have a vital role to play in identifying bullying and nipping it in the bud before it escalates.

Boys and girls bully in different ways but both are skilled manipulators, often lying their way out of situations and turning the tables on their victim.

Girls and bullying

The victim is often an ex-best friend who is suddenly excluded from sleep-overs and social events. In happier times she will have shared confidences with the bully who uses that information against her. Rumours and hurtful gossip are spread to mutual friends and the victim is deliberately isolated, spending break on her own and having nobody to partner her in class.

She may get abusive text messages. Girl bullies can be vicious... they are often motivated by jealousy. Friendships can be volatile and a temporary falling out can quickly escalate.

Boys and bullying

The victim is often quiet and lacking confidence. Homophobic bullying is common, particularly if he is also popular with girls. Younger boys tend to be targeted with violence in the playground which is laughed off as just messing around while older ones can be targeted during games lessons when there is little supervision in the changing room.

Boys often find they are the butt of jokes and it's particularly hurtful when their friends join in. They find that their friends go along with bullying which sends a mixed message and they're not sure when to laugh it off and when they need to ask for help from a parent or teacher. Boys are often reluctant to report bullying, feeling that they should be able to handle it themselves.

Recording bullying and evaluating the policy

All adults in the school are aware and watchful, all bullying must be reported. Although the term bullying may be used indiscriminately, the school believes that all reported incidents should be recorded, thus allowing us to trace trends or identify persistent issues.

When dealing with someone who is being bullied it's important to remember that they will be very upset although they may not show it on the outside. If they have plucked up the courage to talk to you then they need to know you will take the problem seriously. How staff react and respond to that pupil may make the difference between resolving the issue or allowing misery to continue that could affect the rest of their school life.

A bullying report log is kept in the office and must be completed for each incident, a detailed individual sheet should also be completed where a child reports they have been bullied, a parent verbally registers a concern, member of staff witnesses bullying behaviour. (Written reports from parents should be scanned and attached to pupil files, the bullying log should also be completed) All reported incidents are to be recorded on SIMS. It is the responsibility of the staff member to whom bullying is reported to complete the written log. This must be given to the admin manager who will scan it and attach to the pupil file. All reported incidents will be taken seriously and investigated.

Sanctions will be taken in line with the behaviour policy. **Much bullying is by friends or ex-friends and if it persists could be dealt with by separating the pupils onto different tables.**

Sanctions could include:

- warning
- detention
- internal exclusion within school
- withdrawal from a privilege
- temporary exclusion from school
- permanent exclusion from school

Exclusion from school, temporary or permanent must meet set criteria and follow process. If a child is found to have bullied another pupil exclusion from school is not automatic.

Useful organisations

Bullying.co.uk

Anti-bullying Alliance (ABA) - www.anti-bullying.org

Brings together more than 65 organisations with the aim of reducing bullying and creating safer environments in which children and young people can live, grow, play and learn.

Mencap – www.mencap.org

Mencap is a learning disability charity that provides information and support to children and adults with a learning disability, and to their families and carers.

Stonewall – www.stonewall.org.uk

The lesbian, gay and bisexual charity

Educational Action Challenging Homophobia (EACH) – www.eachaction.org.uk

Educational Action Challenging Homophobia (EACH) is a charity and training agency helping people and organisations affected by homophobia. The website gives guidance, contact details and a freephone helpline.

School's Out – www.schools-out.org.uk

Beatbullying – www.beatbullying.org.uk

Beatbullying is the leading bullying prevention charity in the UK and provides anti-bullying resources, information, advice and support for young people, parents and professionals affected by bullying.

Childnet International – www.childnet-int.org

Childnet International - The UK's safer internet centre

Bullying Incident Report Form - Logging Information

SECTION A: ALLEGED BULLYING INCIDENT			
Target Name(s)		Year Group/Class	
Member of Staff who witnessed incident/ to whom incident reported			
Date of Incident		Time of Incident	Location of Incident
Target's Account/ Concern of Parents/Carers			
Alleged perpetrator(s) name		Year Group	Class
Nature of Incident including details of any injury or damage etc...			
Type of bullying: <small>(circle all that apply)</small>			
Physical	Emotional	Cyber	Verbal (specify if Homophobic or racist)
SECTION B: ACCOUNTS OF THOSE INVOLVED			
Alleged perpetrator(s) account of the incident			
Bystander/witness Name			
Witness account of the incident			
SECTION C: ACTION TAKEN			
Details of Immediate action taken		Class Teacher Informed Yes/No	
		Headteacher Informed Yes/No	
		Parents Informed Yes/ No	
		In person	By Email

Anti Bullying Charter

At Shottery Primary School we work together to create a safe community where bullying is unacceptable.

We understand that bullying is when someone purposely makes us feel upset, anxious, threatened or frightened by hurting us or our feelings, over a period of time.

We agree to:

- Respect other people
- Think before we act/talk
- Tell someone if we are being bullied
- Tell someone if we see bullying
- Think before we use our phones or computers

Bullying is cruel, not cool

Falling out with your friend

Falling out with your friend/s is upsetting but common and normal. It's what you do when you have fallen out that can make the difference between a quick make up or not.

Things NOT to do:

- ☹ Don't ask other friends to take sides
- ☹ Don't say nasty things about the person you have fallen out with - they will certainly hear about it from someone and it will be difficult to make friends again
- ☹ Don't tell the friend's secrets – even if you never make friends again, they were told to you in trust
- ☹ Don't try to talk about things when one/both of you are still angry.
- ☹ Never send texts or emails when you are angry.

Things to do

- ☺ Allow time for you both to cool down but don't leave it for too long.
- ☺ Be prepared to accept some responsibility in the dispute –it takes 2 to fall out
- ☺ Talk over what happened; try to decide how you can help it not happen again
- ☺ Say you're sorry. Sorry means that you have thought about what you did and will try hard not to do it again.
- ☺ Be prepared to forgive. We are always learning about friendships and we don't always get it right.
- ☺ If all else fails, ask an adult to help.