

Anti-Bullying Policy

Philosophy

The values and beliefs underlying this policy are encapsulated by the following statements of purpose:

- All bullying is unacceptable, regardless of who bullies or how it is delivered or what reasons are given to justify bullying actions.
- Victims of bullying should be treated in a supportive manner and their support should not be regarded as a burden to staff and peer groups.
- The harmful effect on educational performance which can be caused by bullying is recognised.
- Bullies need to change their behaviour (It is the behaviour not the person that is condemned) and they too will need support.

Definitions

Bullying is defined by the Department of Health, Department for Education and Employment, Home Office and National Assembly for Wales in the Governmental Guidance on Working Together to Safeguard Children as,

“deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those bullied who are powerless to defend themselves.

Bullying can take many forms, but the three main types cause stress and have an emotional impact.

1. **Physical (examples include, hitting, kicking, theft ...),**
2. **Verbal (eg racist, homophobic remarks and name calling ...), and**
3. **Indirect (eg spreading rumours ...)”.**

The damage inflicted by bullying can be frequently underestimated and may be spoken or appear in a variety of other forms such as texting, e-mail or through mobile phones. Bullying can cause considerable distress affecting health and development. At an extreme, significant harm (including self-harm) may take place.

Both racist and homophobic bullying are examples of bullying activities causing stress of an emotional kind.

A child is defined as a person under the age of eighteen years in section 105 of the Children Act (1989).

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A young person is defined as a person under the age of 18, but over compulsory school age ie 16, a mature minor.

Objectives of this Policy

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of bullying.
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

Prevention

We will use our PSHE lessons for teaching good behaviour and preventing bullying. Activities will include:

- signing a behaviour contract
- writing stories or poems or drawing pictures about bullying
- reading stories about bullying or having them read to a class or assembly
- making up role-plays
- having discussions about bullying and why it matters

We will be vigilant as a staff in maintaining a presence and being aware of the behaviour of all children.

Responding to Bullying

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. At Bankwood Primary School staff, parents and children work together to create a happy, caring, learning environment where there is no place for bullying.

Pupils who are bullying need to learn different ways of behaving. We have a responsibility to respond promptly and effectively to issues of bullying.

- We are vigilant as adults in monitoring behaviour in class and around school.
- We are aware of the additional challenges of break and lunchtimes. Adults on duty are alert to signs of bullying and will intervene at an early stage wherever possible.
- Bullying can be brought to the attention of staff either by the victim(s), their friend(s), their parent(s) or other interested people. We take the issue very seriously.
- If a child feels they have been bullied they are encouraged to talk with staff. Incidents will be investigated and recorded on behaviour logs. The number of bullying incidents will be reported annually to CYPD.
- We are aware that victims do not always feel able to report what is happening to them because of fear of reprisal.

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- A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child for example:
 - is frightened of walking to or from school
 - is unwilling to go to school (school phobic)
 - begins truanting
 - becomes withdrawn anxious, or lacking in confidence
 - feels ill in the morning
 - begins to do poorly in school work
 - comes home with clothes torn or books damaged
 - has possessions go "missing"
 - asks for money or starts stealing money (to pay bully)
 - has dinner or other monies continually "lost"
 - has unexplained cuts or bruises
 - 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 as a possibility and should be investigated.

- Incidents of bullying reported are logged by the school.
- Action will be taken to ensure that the child who is bullying is fully aware of the impact his/ her behaviour is having on others. As with any unacceptable behaviour, the consequences of bullying behaviour are set out within our behaviour policy.
- Therefore, the Inclusion Team, Head teacher and Senior Leadership Team may be involved. Parents of the victim and the child who is bullying will be informed and involved.
- If the bullying fits the LA definition of a racial incident it will be logged according to school policy.
- As with other forms of unacceptable behaviour, in serious or persistent cases exclusion will be considered.
- If possible, the pupils will be reconciled.
- The child who feels they are being bullied will be given daily support to check that the bullying is not continuing.
- The child who has been accused of bullying will also be supported through discussion and monitoring of their behaviour.

The Role of Parents/Carers

Parents/carers play a vital role in the education and care of their children. They can assist in combating bullying in a number of ways by not accepting such behaviour and by influencing children of the importance of appropriate behaviour towards others and the importance of reporting to an adult when they think someone else is being bullied.

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- Stress to their children the importance of appropriate sociable behaviour and not acting in anyway that would make the situation worse or could be seen as bullying or threatening against another child.
- Reporting any misgivings they have concerning either victims or perpetrators of bullying sharing concerns as soon as possible not promising a child that they will not tell anyone.
- Actively endorsing and supporting the Anti-Bullying Policy, by acting responsibly and calmly.
- Make clear their disapproval of this behaviour.
- By not automatically dismissing the suggestion that their own child could be involved in bullying another child and work positively with school to change the behaviour.

Evaluation Procedures

In order to assess the effectiveness of an anti-bullying policy, evaluation procedures covering schools, Governors and the LA need to be in place.

These should include an identified contact to receive reports on bullying and to analyse these reports. It is vital to stress the importance of Recording Bullying and Reviewing and evaluating the effectiveness of the policy and to involve staff, parents and pupils/students in the process. The following standards could be used as a means of measuring performance:

- Variation in number of reported incidents over a specific period with record of any increase since first instance.
- Individual incident returns, including nil returns within specified periods for different age groups.
- Variation in the number of pupils' days lost which are suspected to, or alleged to, arise as a consequence of bullying. This could be monitored via MAST.
- Any marked improvement in academic performance which may be confidently regarded to have arisen due to the eradication of bullying behaviour.
- A pupil questionnaire or similar survey of pupil perception of the efficacy of the school's Anti-bullying policy could be solicited.
- The LA will ensure that school policies are in place and will monitor the progress of any complaint made known to the LA officer.

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