



# Anti-Bullying Policy

Approved: Autumn 2017

Review: Autumn 2019

The United Nations Convention on the Rights of the Child (CRC) is at the heart of our school's planning, policies, practice and ethos. As a rights-respecting school we not only teach about children's rights but also model rights and respect in all relationships. The rights specifically supported by this policy include

- *Article 12: The right to be heard and have views taken seriously*
- *Article 19: The right to be protected from all forms of violence*
- *Article 28: The right to an education*
- *Article 31: The right to leisure, play and culture*
- *Article 36: The right to be protected from exploitation*

## **Principles and Values**

As a school we take bullying and its impact seriously. Pupils and parents should be assured that known incidents of bullying will be responded to. Bullying will not be tolerated. The school will seek ways to counter the effects of bullying that may occur within school or in the local community. The ethos of our school fosters high expectations of outstanding behaviour and we will consistently challenge any behaviour that falls below this.

## **Objectives of this Policy**

- ***All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.***
- ***All governors, 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.***

All of us have encountered bullying at some point in our lives, but we all deal with it differently. The aim of this policy is to work together to ensure that our school is a safe place for children and adults to be; whether the school community is directly or indirectly affected by bullying or not.

## **What Is Bullying?**

Bullying is unacceptable behaviour used by an individual or group, usually repeated over time, that intentionally hurts another individual, or group, either physically or emotionally. Within New Marske Primary School the acronym STOP is used to summarise what bullying is: ***unacceptable behaviour which occurs 'Several Times on Purpose'. (STOP)***

Bullying can be:

- Emotional: being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical: pushing, kicking, biting, hitting, punching or any use of violence
- Racial: racial taunts, graffiti, gestures
- Sexual: unwanted physical contact or sexually abusive comments
- Homophobic: because of, or focussing on the issue of actual or perceived sexuality, direct or indirect verbal name-calling, sarcasm, spreading rumours, teasing
- Cyber bullying: all areas of internet, such as email and internet chat, Twitter, Facebook misuse, mobile threats by text messaging and calls, misuse of associated technology, i.e. camera and video facilities, i-pad, games consoles.

Bullying may be related to:

- Race
- Gender
- Religion
- Culture
- SEN or disability
- Appearance or health condition
- Home circumstances, including young carers and poverty and parental circumstances
- Sexual orientation, sexism, or sexual bullying, homophobia

Bullying can take place in the classroom, playground, toilets, on the journey to and from school, on residential trips and in cyberspace. It can take place in group activities and between families in the local community.

### **Perpetrators and Victims**

Bullying takes place where there is an imbalance of power of one person or persons over another. This can be achieved by:

- The size of the individual,
- The strength of the individual
- The numbers or group size involved
- Anonymity – through the use of cyber bullying or using email, social networking sites, texts etc.

Staff must remain vigilant about bullying behaviours and approach this in the same way as any other category of child abuse; that is, do not wait to be told before you raise concerns or deal directly with the matter. If you have any concerns about bullying taking place within or outside school, notify the child's class teacher, nominated teacher for child protection or deputy nominated teacher for child protection.

Children may not be aware that they are being bullied; because they may be too young or have a level of Special Educational Needs or Disability which means that they may be unable to realise what others may be doing to them. Staff must also be aware of those children who may be vulnerable;

- those coming from troubled families,
- or those responding to emotional problems or mental health issues which may bring about a propensity to be unkind to others, or may make them more likely to fall victim to the behaviour of others.

### **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 and can leave lifelong emotional scars. The impact on achievement within school is also significant with victims and perpetrators often underperforming or displaying issues to do with school. As a Rights Respecting School we recognise that everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving; with pupils who are being bullied being supported to inform school about the issues so they can be dealt with effectively.

### **Signs and Symptoms for Parents and Staff**

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:

- is frightened of walking to or from school
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- makes less effort with school work than previously
- comes home with clothes torn or books damaged
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home hungry (money / 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
- becomes short tempered
- changes attitude to people at home.

Although this list is not exhaustive, with some of these signs being an indication of other issues, staff and adults need to be aware that a range of these signs could be an indication that something is worrying the child.

### **What Happens in the Event that Someone is Being Bullied**

All known/reported incidences of bullying will be investigated by the class teacher or by a senior member of staff. Parents of the perpetrator may also be questioned about the incident or about any concerns that they may be having.

If a teacher suspects bullying, this must be recorded in the Child Protection and Online Management System (CPOMS). This online system keeps a record of a range of safeguarding events within school, with any notification being sent immediately to the head teacher.

In the event of bullying being identified, the child displaying unacceptable behaviour, may be asked to genuinely apologise (as appropriate to the child's age and level of understanding) for his/her actions. Other consequences may take place, for example a parent may be informed about their child's behaviour and a request that the parents support the school with any sanctions that it takes requested (such as peer buddying). 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. eg Child and Adult Mental Health Services, Police, Counsellor, Behaviour Support Worker.

In serious cases, defined as children displaying an on-going lack of response to sanctions: no change in behaviour and an unwillingness to alter their behaviour choices, support from behaviour outreach, counselling, reduced timetables, or even fixed or permanent exclusion will be considered. During and after the incident(s) have been investigated and dealt with, each case will be recorded in CPOMS and monitored to ensure repeated bullying does not take place.

The Governors will be informed of any incidents recorded in CPOMS along with incidents, sanctions and reconciliation, as part of the termly full governing body meetings. Incidents on CPOMS are also raised during the termly meeting with the head teacher and child protection governor. From January 2018 the Safeguarding Team at New Marske Primary School meet and CPOMS is also discussed during these meetings.

### **Prevention At New Marske Primary School**

We use a variety of methods to support children in preventing and understanding the consequences of bullying. Implementation of the 'Promoting British Values at New Marske Primary School in Assemblies' programme ensures that pupils have access to whole school and class assemblies which address issues such as cyberbullying, tolerance, peer pressure, bullying and the United Nations Convention on the Rights of a Child. Within lesson times, Personal, Social and Health Education (PSHE), Citizenship lessons and the Social, Moral, Spiritual and Cultural (SMSC) Curriculum support in-class work on this area. As well as school staff, the school use outside agencies to support this work. As well as participating in national Anti-Bullying activities, the school use the services of an Education Safeguarding Consultant to work with specific classes about the issues of safeguarding and cyberbullying.

Children are also consulted through in-school pupil questionnaires. The results of these questionnaires are analysed by senior staff with actions decided based on this survey. Within the 2017 survey 94% of children said that there is an adult to go to if they are worried about something at playtime or dinner time, with 77% of pupils saying they felt safe at dinner time and playtime.

The ethos and working philosophy of New Marske Primary School means that all staff actively encourage children to have respect for each other and for other people's property. This is evidenced by New Marske

Primary School being awarded Level 1 status as a Rights Respecting School in October 2015. Good and kind/polite behaviour is regularly acknowledged and rewarded. Staff will regularly discuss friendship and 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 must be vigilant regarding groups of friends together. Friendship groups may bring about the imbalance of power and must be led towards welcoming others to join them and not excluding others from their group. Staff must reinforce a general message that children do not have to be friends with everyone else, but they must be respectful of everyone else's feelings and be kind to each other. This is underpinned by the fundamental British Value of tolerance.

Children are involved in the prevention of bullying as and when appropriate, these may include:

- annually producing a 'Class Charter' establishing class rules
- writing a personal pledge or promise against bullying
- 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 about what to do through scenarios of bullying
- having discussions about bullying and why it matters that children who use unacceptable behaviour towards others are dealt with quickly

If a child feels that they are being bullied then there are several procedures that they are encouraged to follow: (not hierarchical)

- Tell a friend
- Tell your School Council rep or Playground Buddies
- Tell a teacher or adult whom you feel you can trust
- Tell a parent or adult at home whom you feel you can trust
- Discuss it as part of your PSHE time
- Contact any of the support services for bullying such as ChildLine or the NSPCC

### **Recording by staff**

When an incident of bullying has taken place, staff will record and report each incident in CPOMS. When recording the incident the member of staff logging the event must tick whether the incident is

- Homophobic
- Bullying
- Racial

All CPOMS incidents are immediately sent to the head teacher.

### **Actions by the Head Teacher**

All incidents of bullying will be acknowledged by the head teacher with actions taken. All incidents will be kept on the CPOMS system to allow senior staff to monitor and track incidents of bullying across school. Using the CPOMS system, relevant staff will be notified about any actions via email through CPOMS and through discussion with the head teacher.

### **Advice to Parents**

As the parent of a child whom you suspect is being bullied:

- Report bullying incidents to the class teacher or head teacher, or encourage the child to speak to their class teacher about the incident.
- The incidents will be recorded by staff and the Head teacher notified.
- In serious cases parents will be informed and will be asked to come in to a meeting to discuss the problem.
- If necessary and appropriate, police will be consulted.

- The bullying behaviour or threats of bullying will be investigated with regular contact made between parents and school to ensure that the bullying is stopped quickly.

**Do Not:**

- Attempt to sort the problem out yourself by speaking to the child whom you think may be behaving inappropriately towards your child or by speaking to their parents.
- Encourage your child to be 'a bully' back. Both of these will only make the problem much harder to solve.

**HELP ORGANISATIONS:**

- Children's Legal Centre 0845 345 4345 KIDSCAPE
- Parents Helpline (Mon-Fri, 10-4) 0845 1 205 204
- Parentline Plus 0808 800 2222
- Bullying Online [www.bullying.co.uk](http://www.bullying.co.uk)
- Visit the Kidscape website [www.kidscape.org.uk](http://www.kidscape.org.uk) for further support, links and advice.
- For a copy of Kidscape's free booklets "Stop Bullying", "Preventing Bullying" and "You Can Beat Bullying", send a large (A4) self-addressed envelope (marked "Bully Pack") with 6 first class stamps to: Kidscape 2 Grosvenor Gardens London SW1W 0DH

This police should be read in conjunction with the

- Fundamental British Values Collective Worship and Assemblies Policy 2016
- Child Protection 2018
- E Safety Policy 2018
- Internet Acceptable Use Policy
- Safeguarding Policy 2018
- SEND and Disabilities Policy 2018