

BISHOPS TAWTON PRIMARY SCHOOL
ANTI-BULLYING POLICY

THIS POLICY WAS AGREED BY THE GOVERNING BODY IN: *NOVEMBER 2018*
And will be reviewed in 2021

Statement of Intent

At Bishops Tawton Primary School 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 are a *TELLING* school. This means that *anyone* who knows that bullying is happening is expected to tell a member of staff as soon as possible.

What Is Bullying?

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

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 focussing on the issue of sexuality
- Verbal — name-calling, sarcasm, spreading rumours, teasing
- Cyber — All areas of internet ,such as email & internet chat room misuse
  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. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.
Issues that arise with either party will be considered in line with the child protection policy.
Schools have a responsibility to respond promptly and effectively to issues of bullying.

Objectives of this Policy

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

Signs and Symptoms

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 or is unwilling to go to school

- doesn't want to go on the school / public bus
- changes their usual routine
- begins to truant
- becomes withdrawn anxious, or lacking in confidence or starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- has possessions which are damaged or " go missing"
- asks for money or starts stealing money (to pay bully) or has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- becomes aggressive, disruptive or unreasonable or 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 & jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated

Procedures

1. Report bullying incidents to staff for investigation
2. In cases of bullying, incidents will be recorded by staff
3. Where bullying has occurred Parents will be informed and will be asked to come in to a meeting to discuss the problem
4. If necessary and appropriate, police will be consulted
5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
6. An attempt will be made to help the bully (bullies) change their behaviour

Outcomes

1) The bully (bullies) may be asked to genuinely apologise. Other consequences may take place.
2) In some cases, isolation or even exclusion will be considered
3) If possible, the pupils will be reconciled
4) After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Prevention

We regularly use methods to help children to prevent bullying. These are planned through the PSHE curriculum or may be applied when needed. These may include:

- Reviewing the school golden rules as well as generating class rules
- signing and abiding by 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
- use of role-play to explore bullying scenarios
- having discussions/assemblies about bullying and why it matters

Guidelines on:

<u>Dealing with bullying incidents when they occur</u>

All staff need to be approachable and receptive to children's reports of bullying. The children must know that it is appropriate to discuss with adults any infringement of their rights
Children should also know that the problems of peers should be known about and tackled corporately
At the same time all adults should be alert to signs of bullying. Action and intervention must follow quickly and unambiguously.

The immediate aim is to stop the bullying and to provide a reassurance and support for the person being bullied. Parents as well as children need to know that any incident is being taken seriously and dealt with promptly according to the stated guidelines.
All incidents of bullying must be reported to The Head Teacher or a senior teacher in her absence.
The Head Teacher is responsible for co-ordinating and recording a response to a bullying incident
All incidents should be recorded using the bullying report form (BR110) and/or the incident report form. From such records patterns of behaviour can be detected and, when parents are brought in as partners, the presence of a record will prove an additional reassurance.
It is not enough to assume that bullying has ceased following intervention by an adult. There needs to be a continuous review and observation, and/or perhaps special supervision for some time after the bullying appears to have ended.
Teachers are aware that if standards are to be high, all our pupils need to feel secure and listened to and not preoccupied with the unacceptable behaviour of others.

- Working with pupils who are being bullied:

For a pupil to discuss incidents of this nature he or she must feel great confidence in the adult concerned

Ideally such discussion will take place in a private space and be given adequate time.

In every circumstance teachers will wish to be seen to listen carefully and accept what pupils say in a calm and non-judgemental manner. Frequently children who are victims of bullying have low self esteem and lack confidence. One way of redressing this is to make clear the ability of the teacher to listen and then demonstrate that the individual concerned is being respected and is worthy of attention.

At the end of a discussion the pupil must know that the teacher is concerned that the bullying has happened and that help will be forthcoming.

Within the school procedures for handling incidents of difficulty, the pupil should be given access to a member of staff with whom they can discuss any further problems. It may be helpful for the pupil to decide who this is.

In due course it may be necessary to work with a pupil and/or parents on strategies that will help to safeguard against further incidents.
Such strategies might include:
Supporting the child to return to friendship group
Considering the best use of leisure time
Enabling the child to express feelings
Working with the pupil to find the most important aspect of the problem
Considering with the pupil whether aspects of their own behaviour might be inviting a bullying response from others

- Working with children who bully

Working with children who bully is equally as important as working with the victim

No form of bullying behaviour is to be condoned. However it is recognised that children who bully are frequently victims of bullying and abuse themselves. The reasons for bullying behaviour are frequently very complex Although the behaviour is unacceptable the pupil and their wellbeing are of value to us.

Bullies need clear feedback on the distress that their behaviour has caused and, if it is possible for the victim to be present, for each to listen to the others perspective.

Support should be offered towards changing the behaviours. Positive changes in behaviour should be rewarded.