



Cliddesden Primary School

ANTI-BULLYING POLICY

March 2019

This policy will be reviewed every 3 years

Ratified by the Governing Body March 2019

Stephen Mourant Chair of Governors Date:

Headteacher: Date:

ANTI-BULLYING POLICY

The anti-bullying policy takes its place alongside the school's positive behaviour policy.

Definition of bullying

Bullying is deliberate, repeated harassment or aggressive acts, which cause hurt to one another. This hurt can be either physical or psychological inflicted by one person or a group. Bullying can be in the form of racial and sexual harassment, name-calling, teasing, taunting, physical abuse, rude gestures, intimidation, extortion.' Bullying results in pain and distress to the victim.

'Bullying can happen to anyone at any age. Being bullied at school, home or online might involve someone pushing you, hitting you, teasing you, talking about you or calling you names. No one has the right to hurt you or make you feel bad, and if you are being bullied you don't have to put up with it, you can talk to someone about it.'

(Childline 2010)

Aims

At Cliddesden Primary School we value and celebrate diversity and expect all sections of our school community to demonstrate respect towards others and together make our school "safe for everyone".

We want our school to be an environment which is "safe, supportive and listening", where all sections of our school community (governors, staff, pupils and parents) understand that bullying in any form, by anyone (adults or children) and anywhere, is always unacceptable. We expect everyone to take action when bullying occurs.

Values

- All children and adults have a right to work in a calm, supportive, safe and purposeful atmosphere
- All children have the right to come to school without the fear of being bullied
- All adults have a responsibility to support the anti-bullying policy

This policy will:

- Provide structure, which moderates children's behaviour allowing them to develop as responsible citizens within society
- Provide a framework for staff, parents and children to tackle bullying

The main categories of bullying are:

- Physical (e.g. hitting, kicking or any use of physical violence; theft)
- Verbal (e.g. name-calling, teasing, racist taunts)

- Emotional (e.g. spreading rumours, excluding someone from social groups, tormenting)
- Cyber (e.g. via text, MSN, social networking sites)*

*Our website has a section for parents on E-safety tips

Signs and Symptoms of Bullying

A pupil may indicate that they are being bullied by changes in their behaviour. All members of staff and parents have a responsibility to be aware of these possible signs and respond in accordance with school policy if bullying is suspected. Investigations should take place if a pupil:

- Is frightened of walking to or from school
- Is unwilling to go to school
- Begins truanting
- Becomes withdrawn, anxious, or lacking in confidence
- Becomes clingy
- Starts stammering
- Cries him/herself to sleep at night or wets the bed
- Feigns illness in the morning
- Begins to underachieve in school work
- Arrives home with clothes torn or belongings damaged
- Has possessions that 'go missing'
- Asks for money or starts stealing money (to pay bully)
- Has monies continually 'lost'
- Has unexplained cuts or bruises
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or siblings
- Stops eating
- Is frightened to say what's wrong

These signs and behaviours may indicate other problems, but bullying should be considered a possibility and therefore the cause of the above investigated.

If bullying does occur, all pupils will be able to report it and know that incidents will be dealt with promptly and effectively. Pupils have a responsibility as well as staff to help eradicate bullying and therefore **anyone** who knows that bullying is happening is expected to tell a member of staff.

Cyberbullying

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/374850/Cyberbullying_Advice_for_Headteachers_and_School_Staff_121114.pdf

<http://www.hampshire.police.uk/internet/asset/f0db2eea-0e3c-4fb4-b98c-e3fa681b860P/primary-social-networking-cyber-bullying>

Central to the School's anti-bullying policy should be the principle that '*bullying is always unacceptable*' and that '*all pupils have a right not to be bullied*'.

The school should also recognise that it must take note of bullying perpetrated outside school which spills over into the school and so we will respond to any cyber-bullying we become aware of carried out by pupils when they are away from the site.

Cyber-bullying is defined as "an aggressive, intentional act carried out by a group or individual using electronic forms of contact repeatedly over time against a victim who cannot easily defend himself/herself."

By cyber-bullying, we mean bullying by electronic media:

- Bullying by texts or messages or calls on mobile phones
- Use of or exclusion from group chats e.g Whats App
- The use of mobile phone cameras to cause distress, fear or humiliation
- Posting threatening, abusive, defamatory or humiliating material on websites, to include blogs, personal websites, social networking sites, apps
- Using e-mail, chat groups, Instagram, Apps etc, to message others
- Hijacking/cloning e-mail accounts
- Making threatening, abusive, defamatory or humiliating remarks in on-line forums

Cyber-bullying may be at a level where it is criminal in character.

It is unlawful to disseminate defamatory information in any media including internet sites.

Section 127 of the Communications Act 2003 makes it an offence to send, by public means of a public electronic communications network, a message or other matter that is grossly offensive or one of an indecent, obscene or menacing character.

The Protection from Harassment Act 1997 makes it an offence to knowingly pursue any course of conduct amounting to harassment.

If we become aware of any incidents of cyberbullying, we will need to consider each case individually as to any criminal act that may have been committed. The school will pass on information to the police if it feels that it is appropriate or are required to do so.

HOW THIS CAN BE ACHIEVED

Strategies For Dealing With Bullying

The following is a list of actions available to staff depending on the perceived seriousness of the situation. The emphasis is always on a caring, listening approach as bullies are often victims too – that is why they bully. If bullying is suspected we will:

- a) Talk to the suspected victim, and any witnesses.
- b) Identify the bully and talk about what has happened, to discover why they became involved. Make it clear that bullying is not tolerated at Cliddesden Primary School.
- c) If the bully owns up then sanctions procedures outlined in the Behaviour Policy will be followed and parents will be informed.
- d) Incidents of bullying are recorded as such on Cpoms and the Sanction File where appropriate. (kept in the Head teacher's office).
- e) Continue monitoring the situation to ensure no repetition. The follow-up findings will be recorded in Cpoms.

Parents

Some difficulties can only be resolved by working fully with the parents, so that the child is receiving consistency of support both through the home and the school. We may talk to parents informally on a daily basis. At times we may need to talk to parents on a more formal basis.

Partnership between home and school does not guarantee success but goes a long way to achieving it.

- This is achieved through a home-school agreement which all parents sign upon entry
- We ensure that communication occurs through regular parent meetings and phone calls home where necessary
- Parents are kept informed, whether their child is the victim or the perpetrator

Staff

- By all staff having high expectations and encouraging the highest standards in collective and self-discipline
- By providing purposeful learning opportunities
- From KS1, they enable children to understand that they learn the basic rules and skills for keeping themselves healthy and safe and for behaving well. They have opportunities to show they can take some responsibility for themselves. They begin to learn about their own and other people's feelings and become aware of the views, needs and rights of other children.
- By implementing a whole school rewards and sanctions system

Class Teachers

The class teacher has prime responsibility for pastoral care.

- Giving rewards and sanctions (see table below)

- Creating an environment of trust, whereby the child can discuss any issues which may arise
- The victim's welfare will be discreetly monitored by the Class Teacher
- The bullying pupil's behaviour will be closely monitored by their class teacher, learning support assistant and the School Leadership Team and improvements praised
- Watching out for children who are behaving out of character (recorded in Cpoms, monitored half-termly by Headteacher and Inclusion Manager (DSLs))
- Children are referred to our Emotional Literacy Support Assistant (ELSA) if concerns warrant
- The SEAL curriculum is delivered in a weekly assembly and PSHE via the Creative Curriculum

SANCTIONS

In class	Playtime and Lunchtime
Verbal warning about behaviour	Verbal warning about behaviour
Time out within the classroom	Recorded in Behaviour book
Time out in another class	
Sanction for repeated incidence of behaviour or more extreme behaviour e.g. fighting/disrespecting adults (complete reflection sheet)	
Refer to Headteacher, following two sanctions in one term	
Meeting with parent, class teacher and Headteacher, following three sanctions in one term	
Formulate behaviour plan with the SENCo	

School-based strategies

- Class Charters and Pupil Voice
- SEAL assemblies
- Sanctions
- Recording in and monitoring in Cpoms
- Mentoring (provided by the ELSA)
- Year 5 and 6 Dinner Hall and playground monitors

Cliddesden Primary School Values

Aspiration

We want to do our best and aspire to great things for our futures.

Teamwork

We are all individuals but also part of a team. We have many opportunities to work together and co-operation is key.

Resilience

We persevere no matter how difficult the task is. We hold the view that the harder you try, the better you get.

Responsibility

We are all responsible for our learning and keeping our school a safe and happy place to be.

Kindness

No act of kindness, however small, is ever wasted. - Aesop

Respect and Tolerance

Everyone deserves respect and should be treated with dignity. We promote this value within and outside our school. We celebrate diversity. We may have different opinions and beliefs but should always respect our differences.

Honesty

Be honest at all times no matter what has happened. Remember that honesty brings trust.

Monitoring and Review

This policy will be promoted and implemented throughout the school. Its effectiveness will be monitored regularly by the Headteacher and updated as necessary to meet the changing needs of the school community. It will be reviewed bi-annually as part of the school's cycle of monitoring.