

Elm Park Primary School Anti-Bullying Policy



'Aspiring to be the best we can be!'

Policy type	Statutory
Statutory compliance with	School Behaviour Principles Written Statement (no longer required but GB chose to keep)

Responsible (author)	HT
Consulted	School Council Parents All Staff
Informed	All Staff / All Pupils / All Governing Body

Review Frequency	Every 2 years
Next review date	17/06/2020
Approved by/when	HT/17/06/2018

1 Introduction

To be read in conjunction with the following:

- Positive Behaviour & Relationships Policy
- Complaints policy
- Online Safety policy
- The teaching of Citizenship and PSHE education
- Safeguarding Policy and procedures
- Confidentiality Policy
- The recording of racial incidents
- Single Equality Policy
- Sex and Relationships Policy

2 Equality Impact Assessment

The school aims to design and implement services, policies and procedures that meet the diverse needs of our service, population and workforce, ensuring that none are placed at an unreasonable or unfair disadvantage over others. In the development of this policy, the school has considered its impact with regard to equalities legislation.

3 Objectives

Elm Park Primary School Anti-Bullying Policy outlines what we will do to prevent and tackle bullying. The policy has been drawn up through the involvement of the whole school community and we are committed to developing an anti-bullying culture whereby no bullying, including between adults or adults and children and young people will be tolerated.

4 Our school community

- Discusses, monitors and reviews our anti-bullying policy on a regular basis.
- Supports all staff to promote positive relationships and identify and tackle bullying appropriately.
- Ensures that pupils are aware that all bullying concerns will be dealt with sensitively and effectively; that pupils feel safe to learn; and that pupils adhere to the anti-bullying policy.
- Reports back to parents / carers regarding their concerns on bullying and deals promptly with complaints. Parents / carers in turn work with the school to uphold the anti-bullying policy.
- Seeks to learn from good anti-bullying practice elsewhere and utilises support from the Local Authority and other relevant organisations when appropriate.

5 Definition of bullying

- Bullying is “**Behaviour by an individual or a group, usually repeated over time, which intentionally hurts another individual either physically or emotionally**”.

- Bullying can include: name calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings; inappropriate text messaging and electronic messaging (including through web-sites, Social Networking sites and Instant Messenger); sending offensive or degrading images by phone or via the internet; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours.

6 Forms of bullying covered by this Policy

- **Bullying can happen to anyone. This policy covers all types of bullying including:**
 - Bullying related to race, religion or culture;
 - Bullying related to learning difficulties or disability;
 - Bullying related to appearance or health conditions;
 - Bullying related to sexual orientation;
 - Bullying of young carers or children in care or otherwise related to home circumstances;
 - Sexist or sexual bullying;
 - Cyber bullying.

7 Preventing, identifying and responding to bullying

We will:

- Work with staff and outside agencies to identify all forms of prejudice-driven bullying.
- Actively provide opportunities to develop pupils' social and emotional skills, including their emotional resilience and literacy.
- Consider all opportunities for addressing bullying including through the curriculum, through displays, through peer support and through the School Council.
- Train all staff including lunchtime staff to identify bullying and follow school policy and procedures on bullying including recording incidents of bullying
- Actively create "safe spaces" for vulnerable children.
- Parents of all involved will be contacted and made aware of the situation and asked to support the school and its procedures in addressing the bullying issues.
- Use a variety of techniques to resolve the issues between those who bully and those who have been bullied. This will include following the procedures in our Positive Behaviour and Relationships policy which focuses on using a 'restorative' approach to improving behaviour rather than a punitive one.
- If discussion and work with an adult does not resolve the situation then staff will put in place measures to minimise the opportunity for children identified as being involved in bullying behaviour – in the longer term, this may include reducing the amount of time spent out in the playground; supporting staff and other pupils around school with helpful tasks; taking part in circle time and pastoral support work to

understand how to develop and maintain positive and healthy relationships with others.

8 Involvement of pupils

We will:

- Regularly canvas children's views on the extent and nature of bullying through Class learning Forums and questionnaires.
- Ensure pupils know how to express worries and anxieties about bullying.
- Ensure all pupils are aware of how pupils will be supported; those who have been bullied and those identified as being the 'bully'.
- Involve pupils in anti-bullying campaigns in school
- Publicise the details of helplines and websites.
- Offer support to pupils who have been bullied.
- Work with pupils who have been bullying in order to address the problems they have.

School council reps supported pupils in each class to create an Anti-Bullying Code. The idea is that every child knows the ABC code and uses it should they be concerned that they or anyone in our school is being bullied.

A Always tell someone. Tell a responsible adult or friend, someone to resolve the situation. You will be taken seriously.

B Be positive. Try not to let the bully see that you are upset. Say no and walk away confidently.

C Care for each other. You have a responsibility to tell an adult if you know someone is being bullied. Don't be a bystander.

9 Liaison with parents and carers

We will:

- Ensure that parents / carers know whom to contact if they are worried about bullying.
- Ensure parents / carers know about our complaints procedure and how to use it effectively.
- Ensure parents / carers know where to access independent advice about bullying.
- Work with parents and the local community to address issues beyond the school gates that give rise to bullying.
- Ask parents not to take matters into their own hands and try to resolve the situation by approaching pupils or parents; this usually makes the situation worse and more difficult for the school to sort out.

10 Monitoring & review, policy into practice

**Elm Park Primary School
Anti-Bullying Policy**

We will review this Policy at least once every two years as well as if incidents occur that suggest the need for review. The school uses the guidance by the DfE to inform its action planning to prevent and tackle bullying.

11 Responsibilities

This Policy only works if it ensures that the whole school community understands that bullying is not tolerated and understands the steps that will be taken to both prevent and respond to bullying.

It is the responsibility of:

- School Governors to take a lead role in monitoring and reviewing this policy.
- Governors, the Headteacher, the Leadership Team, Teaching and Non-Teaching staff to be aware of this policy and implement it accordingly.
- The Headteacher to communicate the policy to the school community.
- Pupils to abide by the policy.

The governors and staff are committed to providing the full range of opportunities for all pupils, regardless of gender, disability, ethnicity, social, cultural or religious background. All pupils have access to the curriculum and the right to a learning environment which dispels ignorance, prejudice or stereotyping.