

ALKRINGTON PRIMARY SCHOOL

ANTI-BULLYING POLICY

What is Bullying?

At Alkrington Primary School bullying is considered to be the wilful, conscious desire to hurt or threaten or upset someone else, *which happens repeatedly or is perpetrated by a group of pupils towards another*. Bullying behaviour can take the form of:

- Repetitive attacks
- Threat of future attacks
- Name calling and nasty teasing
- Spreading malicious rumours (including text messages on mobile phones or on internet chat rooms / messaging etc)
- Physical violence
- Purposely leaving pupils out of social activities, deliberately and frequently
- Damage to belongings
- Taking belongings against other pupils' will

Pupils have a duty and responsibility to report incidents, of which they are aware, which contribute towards bullying behaviour and are committed by other pupils. Failure to do so may be viewed as condoning this bullying behaviour.

Whilst bullying is usually considered to be an issue for pupils, it can also be one for the adults who work in the school. The Governing Body has adopted the LA policy which relates to this matter.

Aims of this policy

Our aims regarding dealing with bullying are as follows:

- To assist in creating an ethos in which attending Alkrington Primary School is a positive experience for all members of our community
- To make it clear that all forms of bullying, including cyber bullying, are unacceptable at this school.
- To enable everyone to feel safe while at Alkrington Primary School and encourage pupils/children/young people to report incidents of bullying, including cyber bullying
- To deal with each incident of bullying, including cyber bullying, as effectively as possible, taking into consideration the needs of all parties and of our community, and, as a result, to reduce the incidents of bullying
- To support and protect victims of bullying and ensure they are listened to
- To help and support children/young people displaying bullying behaviour to change their attitudes and understand why it needs to change
- To liaise with parents and other appropriate members of our community
- To ensure all members of our community feel responsible for helping to reduce bullying

Dealing with an Incident

1 The school/setting community needs to be made aware that when a bullying, including cyber bullying, incident has come to the attention of adults in the school/setting, it has been taken seriously and action has resulted.

School/setting expects to support all involved by:

- o Talking the incident through with all parties involved
- o Supporting the person who has been bullied to express their feelings

- o Supporting the person displaying the bullying behaviour to express their feelings
- o Discussing which rules(s) have been broken
- o Discussing strategies for making amends

2 Measures will be in line with the school's/setting's behaviour and discipline policy, and may include:

- o Explanation why the inappropriate behaviour is unacceptable
- o Reparation of damaged relationships
- o Time away from an activity
- o Meeting with staff, parent and child
- o Missing another activity
- o Formal letter home from the senior staff member/head teacher expressing concerns
- o Time out from the classroom
- o Pastoral support plan
- o Detention
- o Fixed term exclusion
- o Permanent exclusion

Through the development and implementation of this policy, Alkington Primary School expects that all children, young people, parents/carers and staff will:

- Feel confident that everything is being done to make Alkington Primary School a safe and secure environment
- Know who can be contacted if they have any concerns about bullying, including cyber bullying
- Feel supported in reporting incidents of bullying, including cyber bullying
- Be reassured that action regarding bullying, including cyber bullying, will take place.

Recording

Before recording an incident it may be useful for staff to consider the following:

- Has the incident with the same person or people occurred several times within a reasonably short period of time?
- Is it a disagreement or the result of play which has got out of hand?
- Is it a 'falling out of friends' matter?
- Are you sure that the child has not had at least partial responsibility for the incident?
- Can you recognise a pattern to the incidents?
- Have you noticed any change in the child's behaviour?

(Although incidents may not be bullying, including cyber bullying, they should always be followed up thoroughly in the school/setting and dealt with appropriately.)

All incidents of bullying (as defined above) will be recorded by the school. A senior member of staff will take responsibility for ensuring that the incident is properly recorded and that the record is updated as necessary throughout an investigation.

Parents/carers of all children/young people involved will be informed of what has happened, and how it has been dealt with. All discussions and actions relating to the incident/investigation will be documented and added to the incident log.

All incidences deemed to be bullying in nature will be recorded in the Red School Behaviour book, kept by the Headteacher.

The information contained in these records, along with the outcomes of surveys of parents and pupils, will be analysed on a regular basis to identify any patterns and assist with the targeting of resources to minimise these incidences.

To Prevent Bullying

The following measures will be put in place:

- At the beginning of each school year, and, at on other occasions as required. Class Teachers will discuss the definitions of bullying and how pupils should respond.
- This will also be done for the whole school during assembly.
- A version of the sheet attached will be stuck on the inside of each child's Home-School Record book

Pupils are frequently reminded of the effects of bullying. They are also made aware of possible actions, which befall a bully. This can take the form of story-telling in assemblies or discussion in class.

Teachers encourage pupils to discuss issues openly within personal, social and health education and circle time activities. Alternatively, staff will find time to speak with a child confidentially; however, this requires the pupil making the teacher aware of the need for this.

Pupils and parents are asked to inform members of the school staff if they have any concerns/suspicions of bullying taking place. All pupils are encouraged to speak up if they are aware of others being bullied. Everything possible is done to prevent and eliminate bullying behaviour.

School surveys are opportunities for school managers to consider the views of pupils and parents about bullying, and these are important in ensuring that the practice in school is responsive in its dealings with bullying issues. These surveys take place at least once per school year.

Review of policy

This policy will be reviewed after 2 years

It may also be reviewed and amended, in consultation with all stakeholders, in the light of events or experience. The Stakeholders of this policy are children and young people, staff, parents and carers, governors/trustees/management board, and people from other organisations involved with the life of Alkrington Primary School and (inc before/after school clubs, transport staff etc).

Data from the monitoring and recording of incidents (including 'nil' returns) will also inform policy review and will be seen by governors/trustees/management board.

Agreed by the Curriculum and Pupil Issues Committee of the Governing Body on 7th December 2016

Date to be reviewed: Sept 2018

BULLYING – WHAT YOU CAN DO ABOUT IT

If you are being bullied

- Try to stay calm and look as confident as you can
- Be firm and clear – look them in the eye and tell them to stop
- Get away from the situation as quickly as possible
- Tell an adult what has happened straight away

After you have been bullied

- Tell a teacher or another adult in school
- Tell your family
- If you are scared to tell an adult by yourself, ask a friend to come with you
- Keep speaking up until someone listens and does something to stop the bullying

When you are talking to an adult about bullying, be clear about

- What has happened to you
- How often it has happened
- Who was involved
- Who saw what was happening
- Where it happened

- What you have done about it already

If you are worried that someone else is being bullied

- In the case of parents, talk to your child and ask them to explain what happened.
- Contact school immediately and speak in the first instance to the class teacher
- If you feel that you need to, contact the Headteacher directly
- If you have any other concerns, please raise them with a member of staff