

ENNERDALE AND KINNISIDE PRIMARY SCHOOL

ANTI-BULLYING POLICY

RATIONALE

Headteachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils.

Any form of bullying is unacceptable. When pupils are bullied their lives are made miserable. They may suffer injury. They may be unhappy about coming to school. The unhappiness of bullied pupils is likely to affect their concentration and learning. Some children will avoid being bullied by not going to school.

AIMS

The aim of this anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at schools.

Through this policy we would hope to actively attempt to:

- Establish preventative steps for bullying to take place.
- Establish procedures to follow should bullying take place.

IMPLEMENTATION

What is Bullying?

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. The five main types of bullying are:

- Physical (hitting, kicking, theft)
- Verbal (name calling, racist, sexist, or remarks on sexual orientation)
- Emotional (spreading rumours, excluding someone from social groups).
- Associated with a disability/learning difficulty (name calling, teasing, comments about nature of disability), or because a child is adopted or has caring responsibilities.
- Cyber (All areas of internet, such as email & internet social media misuse, mobile threats by text messaging & calls. Misuse of associated technology i.e. mobile, camera & video facilities).

Prevention

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Pupils must be encouraged to report bullying in schools.

School staff will proactively gather information about issues between pupils which might provoke conflict and develop strategies to prevent bullying occurring in the first place.

The School will ensure that all school staff receive effective training and understand the principles and purpose of the Bullying policy, how to resolve problems and where to seek support.

For the Policy to be Effective

- Pupils should feel able to tell staff if they are being bullied.
- Any bullying behaviour should be responded to promptly and consistently.
- Pupils who observe others being bullied should be actively encouraged to tell a member of staff what is happening.
- Pupils should be aware that being passive about bullying behaviour is not only potentially colluding with it, but sometimes encourages it.
- Parents should be encouraged to inform school (initially the class teacher) if they suspect that their child is being bullied as the school will take any complaint seriously and resolve the issue in a way that protects the child, and they reinforce the value of good behaviour at home.
- Bullies need help too.
- Celebrate success, this is important way of creating a positive school ethos around the issue.

As part of the P.S.H.E. policy the school will actively promote values that reject bullying – trust, friendship, co-operation, caring, kindness etc. Children will be made aware of other people's differences and how certain disabilities or learning difficulty can affect others. The school assemblies and collective worship will be one way of focusing on these values.

All staff will acknowledge positive aspects of co-operative behaviour. We should make a concerted effort to 'celebrate pupils being good'. Parents should be informed if their child has been good. The school weekly reward system should look to support aspects of good behaviour.

Should Bullying Occur

School

The following steps may be taken when dealing with incidents:

- if bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached

- a clear account of the incident will be recorded and given to the Headteacher
- The headteacher will interview all concerned and will record the incident
- class teachers will be kept informed
- parents will be kept informed

Pupils

Pupils who have been bullied will be supported by:

- offering an immediate opportunity to discuss the experience with member of staff of their choice
- reassuring the pupil
- offering continuous support
- restoring self-esteem and confidence.

Pupils who have bullied will be helped by:

- discussing what happened
- discovering why the pupil became involved
- establishing the wrong doing and need to change
- informing parents or carers to help change the attitude of the pupil
- the School will implement disciplinary sanctions. The consequences of bullying reflect the seriousness of the incident so that others see that bullying is unacceptable.

The following disciplinary steps can be taken:

- loss of school playtimes
- discussion of behaviour with parents

If issues become more serious, further steps can be taken

- minor fixed-term exclusion
- major fixed-term exclusion
- permanent exclusion.

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHE, candle/circle times, assemblies and themes, as appropriate, in an attempt to eradicate such behaviour.

If an incident arises that is not too serious a 'problem solving' approach may help. It may be best to remain neutral at this stage rather than adopt a perceived accusatory style.

All pupils involved should be given the opportunity to talk in order to keep the discussion focused on finding a solution and stopping the bullying from recurring.

A solution may be found from the children themselves.

It may be appropriate for the bully to send a letter of apology.

Staff will need to have a follow up meeting with the pupils to find out if the solution was effective or not. It is essential that any action is effectively monitored.

Should bullying recur or be of a more serious nature the member of staff needs to keep a record of the incident(s) and inform the Headteacher.

The parent of the child who has bullied will need to be informed by the Headteacher.

In The Playground

Bullying often happens in the playground.

The school will try to continually improve the playground environment.

Improved features and activities can provide:

- Purposeful recreation and play and reduced boredom
- Increased personal and social activities bringing about reduced playground aggression and squabbling.
- Improved social skills through the provision of small and intimate places.
- Play Leaders are trained to lead purposeful play at lunch-time

The Midday Supervisor will have a key part in identifying and reporting possible incidents of bullying.

MONITORING, EVALUATION AND REVIEW

The school will review this policy bi-annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.

Related School Policies:

- Whole School Behaviour Policy
- Overarching Safeguarding Policy
- Online Safety Policy