'This policy has been reviewed and no individual or group in the school community is disadvantaged by the policy and processes.'

Anti-Bullying Policy -
We are a 'telling' school

	Name of School	Gidea Park Primary School
	Policy review Date	January 2018
	Date of next Review	January 2020
	Who reviewed this policy?	Pawan Sharma

Statement of Intent

We are committed to providing a caring, friendly and safe environment for all of our pupils and staff so they can learn and work in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school and any reports of bullying will be taken seriously and investigated. We do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable. Our ethos is inclusive and all children and staff have equality of opportunity to benefit from the wide range of experiences open to them. If bullying does occur, all pupils and staff 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 an appropriate adult.

This policy is based on DfE guidance "Preventing and Tackling Bullying" July 2017 and supporting documents. It also takes into account the DfE statutory guidance "Keeping Children Safe in Education" 2016. The school has read Childnet's "Cyberbullying: Understand, Prevent and Respond: Guidance for Schools".

Statutory Requirements

Article 10 of the UN convention on the Rights of the Child says that the children have the right to be protected from all forms of physical or mental violence. The school owes a duty of care to protect its pupils from bullying as part of their responsibility to provide a safe and secure environment for them. Section 3 (5) and 87 (1) of the Children Act 1989 confer powers and duties on those who have the care of the children to safeguard and promote their welfare.

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, parents and staff should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

What Is Bullying?
Bullying results in pain and distress to the victim and is defined as actions against others which **meet all three** of the following criteria:
- Multiple incidents over a short period of time;
- Deliberate;
- Emphasizes an imbalance of power.
Incidents which *do not meet all 3 of these criteria* will be dealt with under our Behaviour Policy

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

Bullying can take place in all relationships: between children, between children and staff, or between staff.

School Ethos
Why is it Important to Respond to Bullying?
Gidea Park Primary School community recognizes that bullying, especially if left unaddressed, can have a devastating effect on individuals; it can create a barrier to learning and have serious consequences for mental wellbeing. By effectively preventing and tackling bullying, our school can help to create a safe, disciplined environment, where pupils are able to learn and fulfil their potential.

Our Community:
- Monitors and reviews our anti-bullying policy and practice on a regular basis.
- Supports staff to promote positive relationships, to help prevent bullying.
- Recognises that some members of our community may be more vulnerable to bullying and its impact than others; being aware of this will help us to develop effective strategies to prevent bullying from happening and provide appropriate support, if required.
- Will intervene by identifying and tackling bullying behaviour appropriately and promptly.
- Ensures our pupils are aware that bullying concerns will be dealt with sensitively and effectively; that everyone should feel safe to learn and abide by the anti-bullying policy.
- Requires all members of the community to work with the school to uphold the anti-bullying policy.
- Reports back to parents/carers regarding concerns on bullying, dealing promptly with complaints.
- Seeks to learn from good anti-bullying practice elsewhere.
- Utilises support from the Local Authority and other relevant organisations when appropriate.

Strategies for Dealing with Reported Bullying Incidents
- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached or witnessed the concern.
- The school will provide appropriate support for the person being bullied – making sure they are not at risk of immediate harm and will involve them in any decision-making, as appropriate.
- The head teacher/ designated safeguarding lead or another member of leadership staff will interview all parties involved.
- The designated safeguarding lead will be informed of all bullying issues where there are safeguarding concerns.
- The school will inform other staff members, and parents/ carers, where appropriate.
- Sanctions and support for individuals will be implemented, in consultation with all parties concerned.
- If necessary, other agencies may be consulted or involved, such as: the police (if a criminal offence has been committed) or other local services including early help or children's social care (if a child is felt to be at risk of significant harm).
- Where the bullying takes place off school site or outside of normal school hours (including cyberbullying), the school will ensure that the concern is fully investigated. Appropriate action will be taken, including providing support and implementing sanctions in school in accordance with the school's behaviour policy.
- A clear and precise account of the incident will be recorded by the school in accordance with existing procedures. This will include recording appropriate details regarding decisions and action taken.

- Where necessary we will request help from specialist Outside Agencies including the Attendance and Behaviour Services, an Educational Psychologist or HR.

Sanctions
There are a range of sanctions available depending on the perceived seriousness of the situation.

- The perpetrator will be asked to genuinely apologise. If possible, the two parties involved will be reconciled.
- Withdrawal of favoured activities.
- Exclusion from the school playground during breaks.
- After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
- In serious cases, an external exclusion will be considered.

Peer On Peer Abuse
Will be addressed by:
- Discussing what happened with a senior member of staff and/or the head teacher to establish the concern.
- Establishing whether a legitimate grievance or concern has been raised and signposting to the school's official complaints procedures.
- If online, requesting that content be removed.
- Instigating disciplinary, civil or legal action as appropriate or required.

Please refer to our Peer on Peer Abuse Policy for further information.

Online Bullying

When responding to online bullying concerns the school will:
- Act as soon as an incident has been reported or identified
- Provide appropriate support for the person who has been online bullied and work with the person who has carried out the bullying to ensure that it does not happen again.
- Encourage the person being bullied to keep any evidence (screenshots) of the bullying activity to assist any investigation.
- Take all available steps where possible to identify the person responsible. This may include:
  - Looking at use of school systems
  - Identifying and interviewing any possible witnesses
  - Contacting the service provider or police if necessary
- Work with individuals and online service providers to prevent the incident from spreading and assist in removing offensive material from circulation.
- Ensure that sanctions are applied to the person responsible for the cyberbullying; the school will take steps to change the attitude and behavior of the perpetrator, as well as ensuring access to any additional help that they may need.
- Inform the police if a criminal offence has been committed
- Provide information to staff and pupils regarding steps that they can take to protect themselves online (See Curriculum Information regarding Rising Stars E-safety lessons)

Support

- **Pupils who have been bullied will be supported by:**
  - Reassuring the pupil
  - Offering an immediate opportunity to discuss the experience with a class teacher, designated lead or a member of staff of their choice
  - Working towards restoring self-esteem and confidence
  - Promoting ongoing support; this may include: working and speaking with staff, offering formal counselling, engaging parents and carers.
  - Where necessary working with the wider community and local/national organisations to provide further or specialist advice and guidance; this could include support through Early Help or Specialist Children's Services, or support through Child and Adolescent Mental Health Services (CAMHS).

- **Pupils who have perpetrated the bullying will be helped by:**
  - Discussing what happened, establishing the concern and need to change.
  - Informing parents/carers to help change the attitude and behaviour of the child
  - Providing appropriate education and support regarding their behaviour and actions
  - If online, requesting that the content be removed and reporting accounts/content to the service provider
  - Sanctioning in line with school behaviour policy
  - Where necessary working with the wider community and local/national organisations to provide further or specialist advice and guidance; this could include support through Early Help or Specialist Children's Services, or support through Child and Adolescent Mental Health Services (CAMHS).

Prevention

Environment

The whole school community will:

- Create and support an inclusive environment which promotes a culture of mutual respect, consideration and care for others, which will be upheld by all.
- Recognise that bullying can be perpetrated or experienced by any member of the community, including adults and children (peer on peer abuse).
- Openly discuss differences between people that could motivate bullying, such as: religion, ethnicity, disability, gender, sexuality or appearance related difference. Also children with different family situations, such as looked after children or those with caring responsibilities.
- Challenge practice and language which does not uphold the values of tolerance, non-discrimination and respect towards others.
- Be encouraged to use technology, especially mobile phones and social media positively and responsibly.
- Work with staff, the wider community and outside agencies to prevent and tackle concerns including all forms of prejudice-driven bullying.
- Actively create "safe spaces" for vulnerable children and young people.
- Celebrate success and achievements to promote and build a positive school ethos.

Curriculum and Strategies

We will use a range of proactive methods for helping children to prevent bullying. As and when appropriate, these may include:
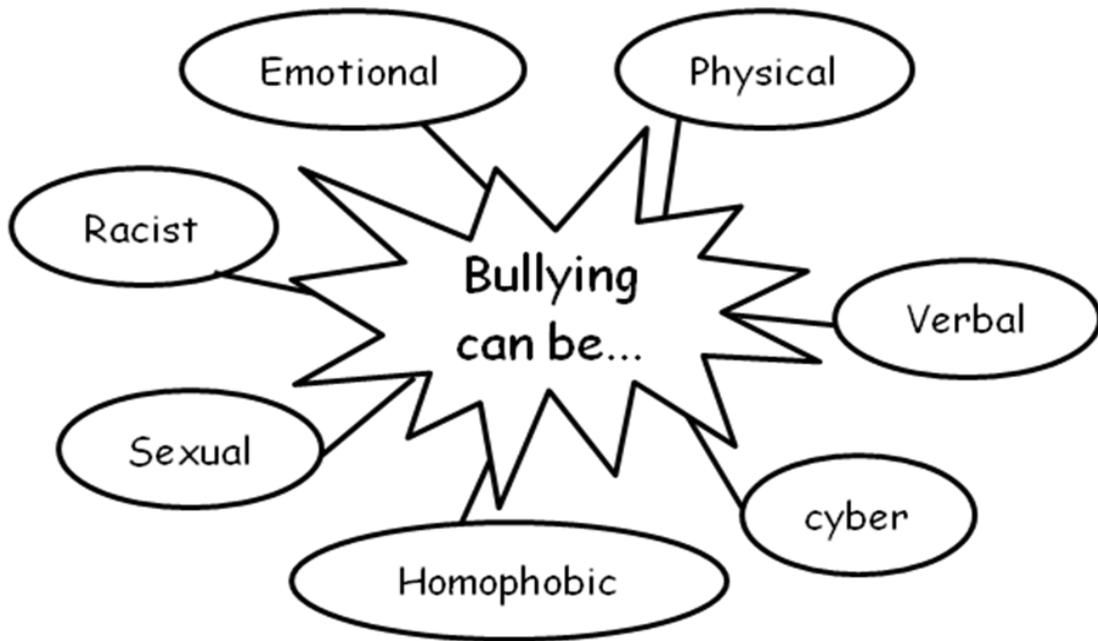
- Promoting a clear set of school rules reinforced regularly (refer to GPPS Behaviour Policy)
- Use of Pupil Peer Mediators/Playground helpers/HSSW involvement
- Signing a behaviour contract
- As part of Anti Bullying Week/PSHE lessons discussing and learning about bullying issues through stories, pictures and role-play
- Discussing and reviewing this policy regularly involving learners, parents/carers, staff and governors
- Use of Circle Time Activities to address class/pupil specific issues
- Structured lessons on keeping safe on-line & strategies for dealing with cyberbullying
- Involving pupils in anti-bullying campaigns in schools and embedding messages in the wider school curriculum
- Involving pupils in policy writing and decision making, to ensure that they understand the school's approach and are clear about the part they have to play to prevent bullying
- Ensuring that all pupils know how to express worries and anxieties about bullying.

Help Organisations

KIDSCAPE Parents Helpline (Mon-Fri, 10-4)	0845 1 205 204
Parentline Plus	0808 800 2222
Anti-bullying Alliance	www.anti-bullyingalliance.org.uk
Childline	www.childline.org.uk

We are a 'TELLING' School

Bullying can be...
- Emotional
- Physical
- Racist
- Verbal
- Sexual
- cyber
- Homophobic

When is it bullying?

S everal
T imes
O n
P urpose

STOP

What should I do?

S tart
T elling
O ther
P eople

Bullying Incident Log

Record	
Target Name	
Date Incident Log Commenced?	
Incident Description (What happened, when, how often, over what timescale, who was involved?)	
Incident Log Completed by?	
Who has been informed? (Member of SLT/Class Teacher/Parents)	
Respond	
Action Taken (What, by whom, when?)	
Resolve	
Future Actions (What will we do next time? – target response/pupil actions & school actions)	
Report	
Completed Incident Log reported to?	