

# **EARLSMEAD PRIMARY SCHOOL**

## **ANTI-BULLYING POLICY**



**SUCCESS *for* ALL**

<b>Written by</b>	
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## **MISSION STATEMENT**

At Earlsmead Primary School we encourage all members of our school community to strive to be the best they can be and develop new skills that empower them for life-long learning in order to become confident, valuable, members of society.

We create an inclusive, supportive, safe and challenging environment where all contributions are valued.

Learning is motivating and independence is encouraged hence all become reflective, self-learning team members with a positive sense of wellbeing and a love of learning.

## **OUR VISION**

Working in partnership with children, parents, staff and Governors as a community we will achieve *Success for All* through:

*Securing resilience*

*Understanding values and respecting others*

*Committing to our learning*

*Community involvement*

*Equality for all*

*Striving to do our very best*

*Setting high expectations*

## Antibullying Policy

At Earlsmead Primary School we believe that every member of the school community should feel safe, respected and valued. This policy is designed to support children, staff and parents to recognise report and address any bullying issues. We aim to promote a caring environment where every child matters and support is given to both victims and perpetrators of bullying. This policy explains the ways in which we work together to ensure a consistent approach to tackling bullying behaviour and developing a school ethos in which bullying is regarded as anti-social behaviour and will not be tolerated. Only when all issues of bullying are addressed will children be able to fully benefit from the opportunities available at schools.

### Our Anti-bullying policy aims to:

- Produce a safe and secure environment where all can learn without anxiety
- Encourage a positive and caring ethos between adults and children, and children and children where all feel safe to report any incidents of bullying, know they will be taken seriously and issues dealt with appropriately;
- Raise awareness of the different types of bullying and reasons for becoming a victim or perpetrator;
- Help children, staff and parents understand the reasons why a child or group of children may become bullies;
- Raise awareness of early signs of distress;
- Ensure all members of the school community are clear about their responsibilities with regard of bullying in our school;
- Have a consistent approach to bullying throughout the school making clear what is and what is not bullying behaviour.

### What is Bullying?

Bullying is action taken by one or more children with the deliberate intention of hurtful behaviour towards another child, repeated over a period of time, where it is difficult for those being bullied to defend themselves.

The chart below details some of the main types of bullying.

Type of Bullying Behaviour	Signs of Bullying Behaviour
Physical	Hits, pinches, kicks, jostling, damages belongings, steals
Direct Verbal	Threats, insults, nasty teasing, intimidation, racist remarks
Indirect Verbal	Rumours, social exclusion
Cyber	Messages of an intimidating or threatening nature

### **Reasons for becoming a victim may include:**

- Race
- Gender
- Religion or Culture
- SEN or disabilities
- Appearance or health conditions
- Home circumstances or family crisis
- Sexual orientation
- Sexist or sexual
- New child in school

### **Victims:**

Victims are sometimes children who are not assertive or are unlikely to fight back, loners with few friends, anxious or fearful children, younger children, and those outside a group.

### **Perpetrators:**

Perpetrators are sometimes children who are victims of bullying or violence themselves, may copy behaviour seen at home, on TV or games. They may also get enjoyment of creating fear in others and the power they may gain.

### **Possible signs of distress in children include:**

- Withdrawn
- Work deteriorates
- “Made up” illnesses
- Isolated
- Desires to stay with adults
- Irregular attendance
- General unhappiness/anxiety/fear
- Poor time-keeping
- Bed wetting
- Not wanting to go to play

### **Implementation by all stakeholders:**

Head Teachers 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 children.

All school staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with this policy.

### **School Staff:**

*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 in the black book in the office and given to the a member of the Leadership Team and/or a Learning Mentor;
- the adult will interview all concerned and will record the incident;
- class teachers will be kept informed of the outcome
- if it persists they will report it immediately to a member of the Leadership Team and/or a Learning Mentor;
- parents will be kept informed;
- punitive measures will be used as appropriate and in consultation will all parties concerned;
- school's behaviour policy will be followed.

### **In order to support the school ethos staff will:**

- use Circle time, bubble time or group work to discuss bullying issues, encouraging children to be caring, co-operative and make good friendships with one another;
- ensure adequate supervision in the playground ;
- provide opportunities for small group work on social skills and self-esteem;
- be consistent in following the formal and informal procedures to deal with bullying issues;
- be aware of the distress signs and, listen and respond to any concerns children or adults bring to your attention;
- actively take part in National initiatives- Anti-bullying week, Safer internet day

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHCE, Computing (E-Safety), registration time, assemblies and the creative curriculum, as appropriate, in an attempt to eradicate such behaviour.

### **Children:**

Children are encouraged to report any incidents of bullying to an adult in school or at home, whether or not they are directly involved. This can be done verbally or by writing down their concerns on paper or using TootToot. In addition, Blue Caps within the playground may be approached to support the child to report the incident.

### **Children who have been bullied will be supported by:**

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

### **Children who have bullied will be helped by:**

- discussing honestly what happened and work with the adult to resolve it;
- discovering why they chose to bully;

- establishing the wrong doing and recognise the need to change;
- showing that they understand and can display appropriate behaviour at all times;
- informing their parents or guardians to help change the attitude of the child;
- offering continuous support.

**The following disciplinary steps could be taken in line with the school's behaviour policy:**

- official warnings to cease offending;
- detention/time out
- move down the behaviour ladder
- exclusion from certain areas of school premises;
- minor fixed-term exclusion;
- major fixed-term exclusion;
- permanent exclusion.

**We expect parents/carers to:**

- support the school's anti-bullying policy, displayed on the school website and to actively encourage their child to be a positive member of the school;
- discuss friendships and problems that their child tells them about;
- be aware of early signs of distress;
- support their child and not simply say "boys will be boys" or "go and hit him/her back" (if the complaints are frequent);
- speak to their child's class teacher or any member of school staff about any concerns they have;
- support the school's sanctions if their child has bullied;
- feedback to the school following incidents of their child being bullied or has bullied.

**Monitoring & Review:**

The Head Teacher, supported by the Leadership Team reviews the policy on a regular basis and, if necessary, they make recommendations for further improvements.

The school's Safeguarding Lead and Governor responsible for Safeguarding & Inclusion also meet regularly to monitor and review the policy.

Any incidences of bullying are reported to the governors each term through the Head Teacher's Report to Governors.

Every two years the policy is reviewed in consultation with parents, staff, governors and children. In addition we use pupil & parent surveys to canvas their views on behaviour, bullying and being safe to inform reviews.