

## **Anti-bullying Policy**

<b>Published:</b>	<b>Autumn 2018</b>
<b>Review Date:</b>	<b>Autumn 2021</b>
<b>Committee Responsible:</b>	<b>Learning &amp; Achievement</b>
<b>Designated Safeguarding Lead:</b>	<b>Mrs Kathie Daniels (Headteacher)</b>
<b>Designated Governor for Safeguarding:</b>	<b>Mrs Linda Burkitt</b>

'Bullying, especially if left unaddressed, can have a devastating effect on individuals. It can be a barrier to their learning and have serious consequences for their mental health. Bullying which takes place at school does not only affect an individual during childhood but can have a lasting effect on their lives well into adulthood. By effectively preventing and tackling bullying, schools can help to create safe, disciplined environments where pupils are able to learn and fulfil their potential.' [*Preventing and tackling bullying: Advice for headteachers, staff and governing bodies, July 2017*]

At Cranmere Primary School, we believe that our school is a community. We aim to provide an environment where every child can receive the best possible education and feel safe, secure and happy, irrespective of gender, disability, ethnicity, social, cultural or religious background. It is a primary aim of our school that every person is treated fairly and well. In view of this, we are committed to taking bullying seriously and will not tolerate it in any instance. Pupils and parents should be assured that they will be supported when bullying is reported. We have high expectations of good behaviour and we will challenge anything that falls below this.

This policy is applicable to all on and off-site activities undertaken by pupils whilst they are the responsibility of the school, and incidents that occur to and from school, of which we have been made aware of. It has been written using guidance from the Department for Education and takes into account the Education Act (2011); the Equality Act (2010); the Education and Inspections Act (2006) and Part 3 of the Children and Families Act (2014), Keeping Children Safe in Education September (2018).

### **Policy Aims**

The purpose of this policy is to:

- define bullying and what does, and does not, constitute bullying behaviour
- To clarify for all members of the school community that bullying is not acceptable and must be totally discouraged. Everyone must act in a positive way to ensure that bullying is challenged and reported.
- describe what should be done if any member of the school community, or a parent/carer has a concern regarding suspected or actual bullying

### **What is Bullying?**

#### ***Peer on Peer Abuse***

Children can abuse other children. This is generally referred to as peer on peer abuse and can take many forms. This can include (but is not limited to) bullying (including cyberbullying); sexual violence and sexual harassment; physical abuse such as hitting, kicking, shaking, biting, hair pulling, or otherwise causing physical harm.

'Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages, social media or gaming, which can include the use of images and video) and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, special educational needs or disabilities, or because a child is adopted, in care or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences.' (DfE, 2017)

Bullying may be evident in the form of one or more of the following:

- Physical: hitting, kicking, pushing
- Emotional: tormenting, being unfriendly, excluding, threatening gestures
- Verbal: name calling, insulting, insulting remarks
- Cyber or social media bullying
- Racist: racial taunts, gestures
- Sexual: unwanted physical contact or sexually abusive comments
- Homophobic: because of, or focussing on the issue of sexuality
- Any unfavourable or negative comments, gestures or actions made to someone relating to their disability or special educational need.

### **Where bullying may happen**

Bullying can happen anywhere. School staff have the power to discipline pupils for misbehaving outside the school premises if it would be reasonable for the school to regulate pupils' behaviour in those circumstances. Where bullying occurs outside school, we may impose disciplinary sanction and implement this sanction on school premises while the pupil is under lawful control of school staff e.g. on a school trip.

### **What Bullying is NOT**

To deal with allegations of bullying successfully and appropriately we believe it is important to understand what does not constitute bullying. Examples would be:

- rough play
- falling out with friends (often they make-up)
- accidental injury
- loss of temper during playtime games
- one-off arguments (or even fights)
- teasing which stops when corrected

Whilst we recognise that sometimes pupils can feel hurt or upset when one-off incidents, accidents or minor friendship issues have occurred, it is also an important part of children's development to develop the necessary social skills to deal with these situations. These incidents will not be treated as bullying (unless they have escalated) but will be managed immediately according to our Behaviour and Discipline Policy.

### **Intervention**

All staff in Cranmere Primary School take all forms of bullying seriously and seek to prevent it from taking place. A range of methods are used to help prevent bullying and to establish a climate of trust and respect for all. This teaching is integrated into our PSHCE curriculum and is founded on our 6R Values of: Respect, Responsibility, Resilience, Reflectiveness, Resourcefulness, Reasoning. Our children learn to understand the feelings of bullied children, and how to avoid lapsing into bullying behaviour. Weekly assemblies are held reinforcing our 6Rs and we take part in the annual Anti-bullying week. Our school reward system is founded on our 6Rs and encourages a high level of praise and rewards to celebrate best choices in learning and play.

When there is 'reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm a bullying incident should be addressed as a child protection concern under the Children Act 1989. Where this is the case, the school staff should discuss with the school's designated safeguarding lead and report their concerns to their local authority children's social care and work with them to take appropriate action. Full details can be found in Part 1 of Keeping Children Safe in Education 2018.'

### **The Role of Staff**

All members of staff take any form of bullying seriously and take prompt and effective action. All incidents of bullying will be handled in a confidential manner.

Teachers support all children in their class and create a climate of trust and respect for all.

### **The Role of the Headteacher**

1. to implement the school's anti-bullying strategies in order to foster an ethos that ensures pupils feel safe and confident
2. ensure that all staff receive appropriate training and are aware of the school policy and know how to deal with incidents of bullying.
3. monitor reports of bullying allegations/incidents and ensure all actions/outcomes are recorded accurately and follow-up actions completed
4. meet with the Named Governor for Safeguarding at least twice a year
5. liaise with outside agencies, as appropriate

### **Role of the Pupils**

Children are taught how to deal with inappropriate behaviour for example by supporting the victim and telling an adult. Children are taught that by being a bystander they may be contributing to the bullying. Children are taught about the importance of telling and sharing concerns either directly to an adult they feel comfortable with or through circle time as part of PSHE sessions.

### **Role of Parents/Carers**

Parents who are concerned that their child might be being bullied should:

- Speak initially to the child's class teacher
- Speak with the Assistant Head Teacher if the bullying carries on

- Share concerns with school staff rather than discuss it with another child's parents especially if their child might be involved
- Parents/carers should support the school's anti-bullying policy and do all they can to actively encourage their child to be a positive member of the school community.
- Parents/Carers should also make sure they are aware of, and monitor their child's use of technology, such as mobile phones and social networking /communication websites. If they suspect any incidents of cyber bullying involving their child, or another pupil from the school, they should contact the school immediately.

### **The Role of the Governing Body**

The Governing Body has adopted this policy and supports the Headteacher in not tolerating bullying in our school. The policy will be reviewed every 3 years or sooner to accommodate any legislative or regulatory changes.

### **Actions to Tackling Bullying**

All allegations of bullying will be:

- Investigated and taken seriously by staff members.
- Recorded on a behaviour form ( See Appendix A ) . A member of staff will complete the form and will pass to the Head Teacher or Assistant Headteacher to investigate.
- Effectively monitored on a regular basis – all incidents and actions are logged.

The exact course of action will vary with each situation, but the main objectives will be:

- The bully's behaviour is unacceptable and the bullying must stop.
- If a child feels they are being bullied they can talk to their class teacher or another adult they feel comfortable with.
- The school will work with parents of both the victim and the bully.
- Support will be available for the victim.
- The application of sanctions will depend on the individual circumstances of each incident.
- The school will work with the bully and their family to identify any possible reasons for their behaviour.
- Support will be available for the bully to help change his/her behaviour.
- The parents/carers of bullies and their victims will be informed of an incident and the action that has taken place and asked to support strategies proposed to tackle the problem.
- Any child who needs support with social and friendship skills will be offered help and support in order to learn appropriate social interaction

### **Discipline and Tackling Underlying Issues of Bullying**

The school will apply disciplinary measures to pupils who bully in order to show clearly that their behaviour is wrong. Disciplinary measures will be applied fairly, consistently, and reasonably taking account of any special educational needs or disabilities that the pupils may have and taking into account the needs of vulnerable pupils. It is also important to consider the motivations behind bullying behaviour and whether it reveals any concerns for the safety of the perpetrator. Where this is the case, the child engaging in bullying may need support themselves.

To reinforce the positive ethos of the school and help pupils to develop strategies to combat bullying-type behaviour we also:

- Prevent and raise awareness of bullying through the curriculum: through Lifeskills lessons, assemblies and support from playground leaders. The school aims to support children to develop the personal and social skills of self-awareness, managing their feelings, empathy and social skills. Every school year we have a week with an anti-bullying focus as part of the curriculum. We believe that this approach will better equip the children to express and understand emotions thereby supporting them to resist attempts at bullying and reduce conflict between children overall.
- At break times, staff work to ensure effective supervision of all areas and a stimulating environment as a preventative measure.
- Constructive play opportunities are offered inside and outside.
- Through computing teachers ensure their lessons contain information on e-safety to ensure children remain safe and responsible when working online. See E-safety policy
- Each year all school pupils and staff sign our Anti –bullying Charter, which is on display in the front lobby area.
- Pupil voice is regularly gained regarding bullying and acted upon.

This policy will be made available to Parents/Carers on the school website. A paper copy is available for reading in our school office foyer. Additionally, a paper copy can be obtained from the school office on request.

**Appendix A  
Cranmere Primary  
Peer on Peer Abuse Accusation Investigation Sheet**

Date

Name of Children involved and classes :

Overview of bullying Incident/ allegation/complaint

History:

*Include dates or references to previous forms*

Action of investigation

*Continue overleaf if needed*

Outcome ( e.g. sanctions, TLC etc.) *Please date when completed*

Teacher Investigating ( Signed )

Date

Print Name

Role