

# Anti-Bullying Policy

Templewood Primary School

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Headteacher

2024 - 2026

Together we can, together we will

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2024-2026

## Policy statement and aims

At Templewood we are committed to providing a safe and secure environment for all our pupils to learn in and our staff to work in. We promote an ethos of treating everyone with respect and ensure that there are strategies in place for dealing with bullying sensitively if, and when it occurs. If bullying does occur at our school, pupils are listened to and both the victim and bully are helped and supported. At Templewood all staff are sensitive to any signs of bullying and all pupils are expected to tell a member of staff if they know that bullying is happening (we are a 'telling' school). Templewood is not directly responsible for bullying incidents that occur off school premises. However, where a bullying incident off the school premises is reported to the school we will do our best to investigate and take appropriate action.

## Definition of Bullying At Templewood

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for victims to defend themselves. Bullying can take a number of forms:

- Emotional – which can include being unfriendly, excluding, tormenting, sending malicious e-mails or text messages
- Physical – which can include theft, damage to property, pushing, kicking, hitting, punching or any use of violence
- Racist – which can include racial taunts, graffiti, gestures, religion or belief
- Sexual – which can include unwanted physical contact or sexually abusive comments – please see the Child Protection policy
- Verbal – which can include name-calling, sarcasm, spreading rumours, teasing • Homophobic – which involves discrimination relating to sexual orientation.
- Cyber – bullying
- Disability – SEND and G&T • Gender and gender stereotype - transphobic bullying - studious boys, sporty girls

All staff are aware that abuse is abuse and peer on peer abuse will never be tolerated or passed off as “banter”, “just having a laugh” or “part of growing up”. Furthermore, they should recognise the gendered nature of peer on peer abuse (i.e. that it is more likely that girls will be victims and boys' perpetrators), but that all peer on peer abuse is unacceptable and will be taken seriously.

## Objectives:

- Bullying will not be tolerated at Templewood.
- All staff, governors, pupils and parents need to understand what bullying is.
- All staff, governors, pupils and parents should know what Templewood's Anti-Bullying policy is and follow it when a bullying incident has been reported in school.
- Templewood takes bullying seriously and pupils and parents will be supported when it is reported in school.

Signs and symptoms A pupil may indicate by signs or behaviour that he/she is being bullied. Staff and parents need to be aware of these possible signs and should investigate if a pupil:

- Is frightened of walking to/from school
- Doesn't want to go on the school/public bus
- Begs to be driven to school
- Changes their usual routine
- Is unwilling to go to school (school phobic)
- Begins truanting
- Becomes withdrawn or anxious, lacking in confidence
- Starts stammering
- Attempts suicide or runs away
- Cries themselves to sleep at night/has nightmares/bedwetting
- Feels ill in the morning
- School work deteriorates
- Comes home with clothes torn/books damaged
- Has possessions 'go missing'
- Asks for money/starts stealing money (to pay bully)
- Has dinner/other monies 'lost'
- Has unexplained cuts/bruises
- Comes home starving (money/lunch has been stolen)
- Becomes aggressive, disruptive/unreasonable

- Is bullying other children/siblings
- Stops eating
- Is frightened to say what's wrong
- Gives improbable excuses for any of the above.

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated

### **Prevention**

At Templewood we adopt a whole school approach to effectively eliminate bullying. The whole school community works together in a concerted way to establish a safe environment where bullying cannot flourish.

The key elements of this approach are:

- A shared understanding of bullying as a problem
- A shared understanding of the different forms of bullying
- A shared resolve to eliminate bullying
- Identification of bullying problems in the school and community
- The development of a whole school anti-bullying policy
- An effective behaviour policy
- The creation of a 'telling' environment and the use of a range of interventions to address incidents when they happen
- Recognition by staff of their role in creating an anti-bullying ethos and to act as positive role models for pupils
- Creating classrooms that are safe and supportive through prioritising relationship building
- Organising help/support training if necessary
- PSHE, RE and SRE curriculum
- Risk assessments in place where needed

### **Procedures when concerns have been reported:**

A suspected bullying incident may be reported by a child, parent or member of staff. In this circumstance an investigation into bullying will be undertaken. The actions that will take place are as follows:

- A statement from whoever has reported the problem
- This will then be investigated and anyone relevant will be spoken to
- Witness statements will be gathered
- Once the evidence is all in place this will be used to deem whether it is a bullying incident or whether it is unkind behaviour

If the incident is bullying all the following warnings need to be confirmed:

- Hurt has been deliberately / knowingly caused
- It is a repeated incident or experience e.g. multiple incidents, cyberbullying or the involvement of a group
- It involves an imbalance of power – the target feels he/she cannot defend himself or perpetrator/s exploit their power

Witness statements will need to support this.

If it is bullying the following steps may be taken

- The safety of pupils and staff is ensured
- The victim (s) is supported and cool-off time/space is allowed for the bully (bullies)
- The bully (bullies) will be helped to accept responsibility for their behaviour and appropriate action will be taken. • Victims, perpetrators and any other child affected by peer on peer abuse will be supported
- If possible, the pupils will be reconciled
- The incident is reported to the class teacher/relevant staff (anecdotal evidence may be kept)
- In most cases parents will be informed and asked to come in to school to discuss the problem
- if necessary and appropriate the police will be consulted.

#### **Outcomes:**

- Once the incident (s) has been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
- Support/training may be provided for the victim (s) and bully (bullies) in order to learn new behaviours.

If it is not bullying but unkind behaviour this will also be dealt with in line with our behaviour policy and monitored.

It is the responsibility of the Governing Body and Head Teacher to oversee and monitor the effectiveness of Templewood's Anti-Bullying policy.

## Help Organisations

ChildLine 0800 1111 [www.childline.org.uk](http://www.childline.org.uk)

Advisory Centre for Education (Mon – Fri 2 – 5 pm) 0300 0115 142

Children’s Legal Centre [info@coramclc.org.uk](mailto:info@coramclc.org.uk) Kidscape

(Parents’ Helpline Mon-Fri 10 – 4 pm) 020 7823 5430 [www.kidscape.org.uk](http://www.kidscape.org.uk)

Families Lives (formally known as Parentline) 0808 800 2222

Children’s Legal Centre 01252 302166 [www.childrenslegalcentre.com](http://www.childrenslegalcentre.com)

Anti-Bullying Campaign 0800 800 2222 [www.bullying.co.uk](http://www.bullying.co.uk)