

Drighlington Primary School Anti-bullying Policy

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As a school that holds nurturing and supporting at the heart of our work, it is a primary aim of our school that every member of our school community feels valued and respected. Our school is a caring community and values mutual trust and respect for all. Our policy outlines the ways we work together to ensure our school is a safe, happy and secure learning environment in which showing kindness to others is promoted. We use the ABA agreed bullying definition 'Bullying is the **repetitive intentional hurting** of a person or group by another person or group, where the relationship involves an **imbalance of power**. It can happen face to face or online.'

Aims and objectives

Bullying is wrong and damages individual children. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable. Where there are incidents of bullying or suspected bullying, these will be treated by all staff and governors with sensitivity and in accordance with the school's confidentiality framework.

We aim, as a school, to produce a safe and secure environment where all can learn without anxiety.

This policy aims to produce a consistent school response to any bullying incidents that may occur. By bullying we refer to harassment linked to gender, gender variance; physical differences; racial, cultural and religious beliefs; social background; sexual orientation including transgender; disability; academic differences and vulnerable groups (see Child Protection Policy for further information).

We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our school. The school aims to ensure that up to date guidance is always made available on the school website, particularly where safeguarding is concerned.

All children understand the school's anti-bullying policy. The school provides children with a child friendly version of the policy which is displayed around school (see appendix). The policy is reinforced through daily practice through the curriculum e.g. Care, think and learn statements, PSHCE/SMSC lessons, behaviour discussions with Senior Leaders, and assemblies.

All children are familiar with the trained anti-bullying ambassadors. All children have access to friendship bus stops which they can use if they are experiencing any friendship issues in the playground.

Whilst accepting that incidents of Bullying can never be eradicated, the school aims to prevent bullying by establishing a culture in which bullying is not tolerated and where it is seen as the responsibility of all members of the school community to report any instances of bullying. The curriculum is used as a vital means of teaching children how to manage feelings that might lead to bullying and specific issues are addressed in PSHCE/ SMSC and Assemblies. Key children, who are identified as being at risk of being victims and/or of demonstrating behaviour linked to bullying, are given targeted support by the Pastoral Team as a proactive measure. The school actively presents opportunities for discussion about bullying so that children are able to talk about their feelings and relationships before situations escalate e.g. Care, think and learn statements.

Definitions of bullying

There are many different types of bullying that can be experienced by children and adults alike, some are obvious to spot while others can be more subtle. The different types of bullying that we look at below are some of the ways that bullying could be happening.

Verbal bullying is saying or writing mean things. Verbal bullying includes:

- Teasing
- Name-calling
- Inappropriate sexual comments
- Taunting
- Threatening to cause harm

Social bullying, sometimes referred to as relational bullying or indirect bullying, involves hurting someone's reputation or relationships. Social bullying includes:

- Leaving someone out on purpose
- Telling other children not to be friends with someone
- Spreading rumours about someone

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- Embarrassing someone in public

Physical bullying involves hurting a person's body or possessions. Physical bullying includes:

- Hitting/kicking/pinching
- Spitting
- Tripping/pushing
- Taking or breaking someone's things
- Making mean or rude hand gestures

Cyber bullying is planned and repeated harm through the use of computers, phones, and other electronic devices such as tablets or laptops. Cyber-bullying can happen at any time, day or night and can be in public (for all to see) or private. In all cases of cyberbullying, parents of children involved will be informed. Cyber bullying includes:

- Using digital technologies such as computers and smartphones, and software such as social media, instant messaging, texts, websites and other online platforms.
- It can include abusive or hurtful texts, emails or posts, images or videos, deliberately cutting out others online, nasty gossip or rumours, pretending to be others online or using their log-in.

Specific forms of bullying

We know that anyone can be bullied for almost any reason or difference, and that some children may be more vulnerable to bullying than others. Research has identified various different types of bullying experienced by particular vulnerable groups of children. These include:

- Bullying related to race, religion or culture
- Bullying related to learning, physical or social special educational needs or disabilities (SEND)
- Bullying related to being of higher ability
- Bullying related to appearance or health conditions
- Bullying related to sexual orientation or gender
- Bullying of young carers or looked-after children or otherwise related to home circumstances
- Sexist, sexual or transphobic bullying, focussing on sexual stereotypes
- Derogatory language – relating to race, religion, culture, special educational needs, disability, age, gender, sexual orientation, appearance, health conditions, family/home circumstances (including financial deprivation or same sex partnerships).

We positively encourage all pupils to take responsibility for their behaviour and its consequences (see our Behaviour Policy for further information) and to make a commitment to take action to end the bullying and provide support for the bullied pupil.

Signs and symptoms of bullying

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school
- is unwilling to go to school (school-phobic) or regularly feels ill in the morning
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens to self-harm or runs away
- stops eating
- cries themselves to sleep at night or has nightmares
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money (to pay bully)
- has unexplained cuts or bruises
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber message is received

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

Prevention

We will use various methods for helping children to prevent bullying. We will:

- Have a listening and caring ethos
- Encourage discussion and don't make premature assumptions
- Adopt a problem-solving approach
- Ensure all staff are aware of the anti-bullying policy
- Explore issues through the PSHE curriculum (which can be found on our website), assemblies and Anti-bullying focus weeks
- Ensure staff are skilled at identifying bullying and able to support the victim, and the perpetrator - modifying behaviour through a restorative approach
- Provide information through our website Well-being pages, notice boards, posters and ClassDojo.
- Provide support through playground leaders, friendship group and Anti-Bullying Ambassadors
- Signpost our children and families to our website Children's page, where children can safely access out of school learning and play on safe websites
- Ensure the anti-bullying policy works alongside the behaviour policy and discussed with the children in class, so they are informed of the procedures.
- Where cyberbullying is concerned, educate and engage parents on the principles of online safety so they know the dangers of what unsupervised internet access can create.
- Encourage parents to check what their children are doing online and use parental controls on their computer so that they are comfortable that children are not wandering into dangerous territory

Response to Bullying

Incidents of bullying or suspected bullying will be recorded on bullying logs and uploaded to CPOMs.

Where it is believed that bullying has taken place, sanctions will be in line with our Behaviour Policy.

Bullying logs will be reviewed at regular intervals and uploaded to CPOMs by class teachers.

Actions taken to prevent suspected bullying and recorded on bullying logs will be monitored by the Anti-Bullying Leader who will identify whether further actions need to be taken.

Where there is no evidence of bullying, pastoral support and restorative work will take place to support children in resolving friendship problems.

Further actions may include but are not limited to: pastoral team working with the victim a perpetrator; seeking support from outside agencies such as the AIP team; the establishment of a mentoring or buddy system.

Where bullying is linked to cyber-bullying, especially outside the school day, there will be emphasis on family liaison and parents/carers will be directed to appropriate, comprehensive information which can be found on our school website.

The role of Governors

The Governing Body supports the Head Teacher in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the Governing Body does not allow bullying to take place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately. The Governing Body may monitor the incidents of bullying that occur, including racial incidents, and reviews the effectiveness of the school policy regularly.

The Governors require the Head Teacher to keep accurate records of all incidents of bullying and to report to the Governors about the effectiveness of school anti-bullying strategies. The Governing Body responds within ten days to any request from a parent to investigate incidents of bullying. In all cases, the Governing Body notifies the Head Teacher and asks him/her to conduct an investigation into the case and to report back to a representative of the Governing Body.

The role of the Head Teacher

It is the responsibility of the Head Teacher to implement the school anti-bullying strategy and to ensure that all staff are aware of the school policy and know how to deal with incidents of bullying. The Head teacher reports to the Governing Body about the effectiveness of the anti-bullying policy on request. The Head Teacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The Head Teacher draws the attention of children to this fact at suitable moments. For example, if an incident occurs, the Head Teacher may decide

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to use assembly as a forum in which to discuss with other children why this behaviour was wrong, and why a pupil is being punished.

The Head Teacher ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying. The Head Teacher sets the school climate of mutual support and praise for success, so making bullying less likely, including bullying that occurs beyond the school day. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

The role of parents

Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately. Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school. Parents have a shared responsibility to monitor their own child's well-being. We ask that parents regularly check the school website for updates, especially with regard to the safeguarding page. Parents are invited to become actively involved in our work to prevent bullying. The Anti-Bullying Policy is available to view on our school website and parents are invited to contact school if they feel they can make a valuable contribution to the reviewing of the policy.

The role of children

Anti-Bullying Ambassadors work to represent the views of all children. They meet at least termly and share outcomes of meetings with peers in their class. They plan and present their own assemblies, sharing their expertise and expectations with all children at a level understood by their peers. The expectations of our school are also shared with children through other assemblies led by the head teacher, through lessons and in our everyday approach to nurture. In this way, we know that all children understand their role as contributors to our aims to eradicate bullying. All children are encouraged to be Bullying Busters – a term developed by the Anti-Bullying Ambassadors, meaning that all children have the right to report, and take action to stop bullying.

Linked policies

Policies that are linked to, and support our work on anti-bullying, are found on our website. They are:

- Anti-homophobic
- Behaviour and Discipline
- Child Protection and Safeguarding
- E-safety
- Race Equality
- Relationships and Sex Education
- Special Educational Needs

Monitoring and review

This policy is monitored on a day-to-day basis by the Head Teacher, who reports to Governors about the effectiveness of the policy on request. This anti-bullying policy is the Governors' responsibility, and they review its effectiveness every two years. They do this by discussion with the Head Teacher. Governors analyse information with regard to gender, age and ethnic background of all children involved in bullying incidents. They review this regularly to ensure that the issues are given full consideration and are satisfied that there are no significant trends in this school. A copy of this policy is available on the school website and from the school office on request.

Reviewed by Staff and Governing Body September 2023

Next review September 2024

Say NO to bullies!
Keep safe and happy.



Are you being bullied, what does bullying look like?

Think – What is Bullying?

Verbal Bullying – saying or writing mean things.

Social Bullying – hurting your reputation or your friendships.

Physical Bullying – hurting you.

Cyber Bullying – unkind words on devices such as phones and laptops.

Think STOP!

Several

Times

On

Purpose



Is it just a fall-out with your friend?

Think

Are you upset because you had a small fall out with your friends? Can you sort it out with a Bullying Buster friend?



If it is bullying, let's get it sorted so that you can be happy!

Think

If you do not feel safe and happy, we can work together to sort it out. You can:

1. First, try to ignore.
2. Second, walk away.
3. Talk to a Bullying Buster friend.
4. Talk to the Anti-Bullying Ambassadors.
5. Then tell an adult who works in school.

6. If you need to, tell another adult who works in school.
7. Tell your parents or someone at home that you trust.