



All Saints Upton CE Primary School
Anti-bullying Policy

The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment

Aims:

To ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and there is zero tolerance of bullying at All Saints Upton. Issues of bullying will be addressed so that pupils feel safe and secure and are able to fully benefit from the opportunities available at school.

Objectives:

- To have a structured and effective supervision of pupils
- To ensure that teachers, parents and pupils are aware that bullying will not be tolerated between pupils, between staff and between pupils and staff
- To ensure that pupils develop a sense of right and wrong
- For staff to model respectful and empathetic relationships with other staff, towards parents and to pupils
- For all incidents of bullying to be reported, recorded and addressed in the manner prescribed below
- Through the emphasis on “speaking and listening” throughout the school, pupils will be empowered to speak openly about their experiences and feelings.
- For parents to play an active part, in co-operation with the school, in enabling pupils who have bullied to change their behaviour, and to support those who have been bullied

Definition of Bullying:

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. Bullying can take many forms, including racial, religious, cultural, sexual/sexist, homophobic, disability and cyber attacks. The main types of bullying are

- Physical (e.g. hitting, kicking, theft)
- Verbal (e.g. name calling, racist, sexist, homophobic remarks)
- Indirect (e.g. spreading rumours, excluding someone from social groups)
- Cyber intimidation (e.g. by mobile telephone, social websites, email, photographs and text messaging)

Bullying is to be taken very seriously, since it can cause psychological damage and even suicide (although bullying is not a specific criminal offence, there are criminal laws which apply to harassment and threatening behaviour).

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences, or clinging to adults.

There may be evidence of changing work patterns, lacking concentration or truanting from school.

Teaching and support staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with this policy. Pupils must be encouraged to report bullying in school.

Information for parents

Don't give permission for bullying- refrain from using the following statements:

- You must have done something to deserve it
- Go and hit him back
- Don't be a wimp
- Boys will be boys
- It will sort itself out
- It is part of growing up
- Got to take it like a man
- Must learn to look after themselves
- Has anyone hit/hurt you today?
- Don't tell tales (if it proves to be a consistent complaint).

Framework for anti-bullying campaign

Prevention is better than cure. So:

1. Encourage the caring and nurturing side of children
2. Work with a caring, co-operative ethos (home corner, paired, group work)
3. Discuss friendships
4. Ensure adequate supervision in playgrounds
5. Positively encourage caring and discourage bullying

Recognise difference between:

Bullying/Bossiness and Bullying/Boisterous behaviour.

Bullying

Focused on younger, smaller and timid children increasingly relying on threat and force.

Willful conscious desire to hurt, threaten and frighten.

Play spoiling other children's activities, showing violence and hostility.

Rough intimidating behaviour.

Bossiness

Bossing whoever is around at the time.

Usually grow out of it as they mature and learn social skills.

Boisterousness

More natural uncontrolled – not vindictive – high spirits, not unfriendly.

Awareness Raising and Curriculum Implementation

We have developed a whole-school approach where adults and children work together to create an environment where bullying is not tolerated. The school encourages children to work against bullying and to report any incidents of bullying.

Awareness is kept high and children regularly do 'anti-bullying' work in weekly S.E.A.L. and Philosophy lessons. Our school council feeds back the children's opinions

Strategies for implementation:

Teachers will:

- Share the vision and goals of the school and help pupils to develop clear values and a strong sense of community
- Recognise all kinds of achievement and raise pupils' self esteem
- Encourage and enable pupils to take responsibility for their learning and actions
- Give pupils good feedback on performance and actions to enhance self awareness and help them set targets for future development
- Show pupils respect and encourage higher levels of pupil participation, motivation and personal responsibility
- Encourage pupils to come to an understanding of the rich variation of the world around them and of the right of others to hold different views, and to celebrate both similarity and difference amongst peoples
- Raise awareness, understanding and knowledge of what bullying entails through PSHE and Citizenship materials.
- Use Assemblies: Introducing bullying in a school wide approach in preparation for the SEAL curriculum. The SEAL curriculum addresses issues surrounding bullying through activities such as drama, stories, literature, current affairs, historical events, projects. Assemblies are used for the introduction of topics that raise awareness and empathy, care and respect for others
- Use lesson and circle time, and PSHE, for the sharing of pupil concerns and perspectives and for the discussion of pertinent current affairs, in an attempt to eradicate bullying
- Recognize that the commitment to being an anti bullying school is not to restrict the topic of bullying to allocated time slots but will be addressed in a whole gambit of cross curricular forms, as appropriate, in topics encountered in other subjects, in drama, stories, literature, historical events, etc
- Participate in staff training to raise awareness
- Ensure strong supervision of pupils during lessons and at times of recreation and high risk times
- Model good practice between adults of respectful and empathetic relationships
- Be alert for signs of bullying that may be happening outside school as well as in school
- Discuss items during staff meetings and briefings

Pupils will:

- Be encouraged to have confidence to share concerns and perspectives during lesson times

- As Prefects, or when in other responsible positions, be alerted to look for incidents of bullying/exclusion between pupils, and to inform staff.
- Know that there is a designated teacher/adult to whom they can turn should they not feel able to talk with their class teacher
- Be encouraged to use the School Council as a way of bringing concerns to staff and the Headteacher

Teachers

- The following steps should be taken when dealing with every incident,
- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached, using restorative questioning.
- A clear account of the incident will be recorded on the behaviour file
- If necessary, the Headteacher will interview all concerned and will record the incident.
- Class teachers will be kept informed and all relevant staff in school will be alerted
- Regular review to identify patterns and areas of concern
- Parents of the children involved will be kept informed.
- Disciplinary procedures will be implemented. Consultation will take place with all parties concerned in the form of a RP Conference if necessary.

Pupils

Pupils who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with a class teacher or member of staff of their choice
- Reassuring the pupil
- Offering continuous support
- Restoring self esteem and confidence.

Pupils may receive such advice as:

If you see bullying happening,

Tell a teacher or another adult in the school or at home

If you are scared to tell someone on your own, ask a friend to go with you

Keep speaking to someone until someone listens and does something to stop the bullying

If you are being bullied,

Try to stay as calm and look as confident as you can

Be firm and clear: look them in the eye and tell them to stop

Get away from the situation as quickly as possible after you have been bullied:

Tell a teacher or another adult in the school

Tell your family

If you are scared to tell someone on your own, ask a friend to go with you

Keep speaking to someone until someone listens and does something to stop the bullying

Don't blame yourself for what is happening

When you are talking to an adult about bullying be clear about;

- What has happened to you
- How often it has happened
- Who was involved
- Who saw it happening
- Where and when it happened
- What you have done about it already

If pupils experience bullying by mobile phone text messages, social networking sites or email;

- Tell a parent, friend or teacher
- Be careful who you give your mobile phone number or email address to
- Make a note of exactly when a threatening message was sent
- Do not erase the message/file

Pupils who have bullied will be helped by:

- Discussion of what happened
- Discovering why the pupil became involved
- Establishing the wrong doing and need for change
- Informing parents or guardians to help change the attitude of the pupil

Disciplinary steps:

- Official warnings to cease offending/ Entry into behaviour book
- Being placed on report (Behaviour chart).
- Internal “cooling off “ period
- External “cooling off” time, short fixed term exclusion
- Longer fixed term exclusion

Childline freephone numbers are posted around the school.

Monitoring, evaluation and review

The school and Governing Body will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.

Ref: DfES Don't suffer in Silence

www.childline.org.uk

www.teachernet.gov.uk/wholeschool/behaviour/tacklingbullying/bullying

Equalities Act

This policy has been considered under the Equalities Act 2010, giving due regard to the three principles;

- *Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this act;*
- *Advance equality of opportunity between persons who share a relevant protected*

- characteristic and persons who do not share it;*
- *Foster good relations between persons who share a relevant protected characteristic, and persons who do not share it.*

We are committed to:

Eliminating discrimination and harassment

Promoting equality of opportunity

Promoting good relations and positive attitudes towards all people

Encouraging participation in public life.

Our commitment covers equality on grounds of: age, disability, gender (including Trans-gender), race, religion/belief and sexual orientation.