



# Easingwold Primary School

## Anti-Bullying Policy

### Rationale

Within our school every member of our community has a right to thrive in a safe, caring and secure environment. We understand that bullying is hurtful and harmful and can have far reaching consequences. We accept that it does happen and we consider it wholly unacceptable and it will not be tolerated in our school. Every member of our school is expected to report bullying if they know it is taking place.

### Definition

Bullying is an action taken by an individual or group which hurts another physically or emotionally.

It is done intentionally, it is repeated over time and it is unprovoked.

Bullying is often difficult to stop without help, with the victim feeling that they cannot defend him or herself, because of an imbalance of power.

Victims of bullying experience fear, pain, anxiety and distress.

**It is important for all members of our school community to understand that bullying is not:**

An occasional falling out of friends, name-calling, arguing or physical encounter. Bullying is when such a behaviour takes place several times on purpose. All children fall out or say things when they are upset. This is a natural response and learning how to mend friendships is an important part of growing up and developing social skills. It is important to acknowledge that it is natural for occasional problems of this type to occur and that these are not classed as bullying.

### Equality Act 2010

In line with the Equality Act 2010 school will deal with, record and report to Governors any one off or ongoing negative comments or slurs based on the following characteristics which are protected by law: age, race, religion or belief, sex, sexual orientation, disability or gender reassignment.

### Types of Bullying

**Emotional:** being unkind, excluding, tormenting, ridiculing, humiliation.

**Verbal (Direct or indirect):** name-calling, teasing, making threats, spreading malicious stories.

**Physical:** hitting, kicking, pinching, throwing things at someone, taking or hiding someone's belongings.

**Racial:** racial taunts, graffiti, gestures, ridiculing culture or religion.

**Sexual:** unwanted physical contact, or sexually abusive or sexist comments.

**Homophobic, biphobic or transphobic:** because of or focusing on sexual orientation.

**Cyber:** using technology to cause offense, e.g. sending offensive text messages or misusing Internet chat rooms.

**Disability-related:** negative remarks, gestures or actions made to someone relating to their disability or special educational need. This is not an exhaustive list.

## Aims

To maintain an ethos in which bullying cannot thrive.

The school takes a positive approach to dealing with bullying, including preventing bullying as well as tackling it rapidly and robustly when it occurs. . We believe that our pupils are entitled to receive their education in a safe, caring, empowering environment, free from fear and intimidation.

## We aim

- To prevent bullying within our school
- To identify any incidences of bullying and deal with them rapidly and robustly
- To listen and take accusations seriously
- To ensure that all members of our school community are aware of the school's policy on bullying
- To ensure that the children are clear about, and know what to do if they are a victim of bullying or if they witness bullying

## Detecting Bullying

It can be hard for adults, including parents, to know whether or not a child is being bullied. A child might not tell anyone because they're scared the bullying will get worse. They might think that they deserve to be bullied, or that it's their fault.

You can't always see the signs of bullying. And no one sign indicates for certain that a child's being bullied. But you should look out for:

- belongings getting 'lost' or damaged
- physical injuries such as unexplained bruises
- being afraid to go to school, being mysteriously 'ill' each morning, or skipping school
- not doing as well at school
- asking for, or stealing, money (to give to a bully)
- being nervous, losing confidence, or becoming distressed and withdrawn
- problems with eating or sleeping
- bullying others.

A child may be experiencing online bullying if they:

- spend lots, much more or much less time online, texting, gaming or using social media
- are withdrawn, upset or outraged after using the internet or texting

- are secretive about who they're talking to and what they're doing online or on their mobile phone

## **Preventing Bullying**

Strategies to Prevent and Reduce Bullying we aim to provide a positive learning environment which minimises opportunities for bullying to take place. We use a variety of methods for helping children to prevent bullying:

Strategies and initiatives used by the school include:

- Clear and consistently reinforced school rules and behaviour policy
- Regular Circle Time
- Regular opportunities to discuss difference and celebrate diversity
- PSHE (Personal, Social and Health Education, Citizenship lessons
- A worry monster in each classroom and is checked daily by a teacher or -teaching assistant
- Participation in National Anti-bullying Week
- Assemblies focussing on bullying and how to respond to it
- Annual pupil survey
- Analysis of data related to reports of bullying
- Termly reporting of any bullying incidents or comments related to the protected characteristics to Governors through the Headteacher's report
- Promotion of respectful relationships, noting that children do not have to be friends with everyone else, but must be respectful of everyone else's feelings.
- Individualised programmes to support victims and perpetrators of bullying
- Whole staff understanding of the importance of their role as 'someone to turn to'

## **Roles and Responsibilities**

Everyone involved in the life of the school is expected to take responsibility for promoting an anti-bullying approach by: being supportive of each other; providing positive role models; conveying a clear understanding that we disapprove of unacceptable behaviour and being clear that we all follow our school rules (see Behaviour Policy).

It is the responsibility of all members of the school community to report incidents of bullying and concerns they may have that someone is being bullied.

### **Governors will:**

- Support the Headteacher and staff in the implementation of this policy.

### **The Headteacher will ensure that:**

- Bullying behaviour is addressed in the school's behaviour policy
- Bullying is addressed as an issue in the curriculum
- The Governing Body is provided with information regarding behaviour management, including bullying
- A senior member of staff is responsible for the policy and anti-bullying strategies.

### **Staff will:**

- Provide children with a good role model
- Take prompt action when there are concerns about bullying
- Record all allegations/incidents of bullying using CPOMS and notify the Headteacher and appropriate staff
- Ensure pupils and parents are given feedback on action which has been taken.

### **Parents are expected to:**

- Take an active role in their child's education, talking to them about their school day
- Be aware of unexplained changes in their child's behaviour
- Inform school immediately if they feel their child may be a victim of bullying behaviour and work in partnership with the school to bring about an end to the bullying
- Provide their child with a good role model by following the school's advice about how to manage the situation
- Contact school if they know or suspect that their child is bullying another pupil
- Share with the school any suspicion they may have that bullying is taking place, even when it does not concern their child.

### **Do not:**

- Attempt to sort the problem out yourself by speaking to the child whom you think may be the bully or by speaking to their parents.
- Encourage your child to be a 'bully' back. Both of these will only make the problem much harder to solve.

### **Pupils are expected to:**

- Be actively involved in creating a safe, secure and caring school environment
- Tell a member of staff or a parent / carer if they or others are being bullied
- Act to stop or prevent bullying by telling a member of staff or a parent / carer that they know or suspect that someone else is being bullied.

## **Procedures for Reporting and Responding to Incidents of Bullying**

All staff will take seriously any report of bullying behaviour, responding calmly, but with concern. Reports will be dealt with promptly and impartially, ensuring that a thorough investigation is carried out. All those involved will be given the opportunity to be heard, supported and protected.

1. Report all allegations of bullying to staff and complete the report bullying form which can be obtained from the school website or the office.
2. Staff will ensure the victim feels safe.
3. Staff will make a record of the incident on CPOMS and notify appropriate staff.
4. Advice will be given to support the victim.
5. Staff will speak to all those involved, giving them an opportunity to share their account of events.
6. The problem will be identified and solutions managed, using Restorative Practice strategies where appropriate.
7. Action will be taken to end the bullying behaviour.
8. Staff will ensure the bully realises that their behaviour is unacceptable.
9. If the victim consents, the pupils will be reconciled.
10. Support will be given to the bully to help him/her understand the consequences of his/her behaviour and to change it.

11. In serious cases, parents will be informed and will be invited to come to school for a meeting to discuss the problem.

12. Following an incident, the pupils involved will be monitored to ensure that there is no repetition of the bullying behaviour. Consequences may be used to support the perpetrator in understanding the implications of their actions through the behaviour policy.

**Useful Contacts:**

Kidscape 020 7730 3300 [www.kidscape.org.uk](http://www.kidscape.org.uk)

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

Anti-bullying Alliance 0207 843 1901 [www.anti-bullyingalliance.org.uk](http://www.anti-bullyingalliance.org.uk)

NSPCC 0800 1111 [www.nspcc.org.uk](http://www.nspcc.org.uk)

Family Lives 0808 800 2222 [www.familylives.org.uk](http://www.familylives.org.uk)

North Yorks. Parental Anti-bullying Helpline 01609 538960

Advisory Centre for 020 7354 8321 Education (ACE)

Children's Legal Centre 0845 345 4345

Parentline Plus 0808 800 2222

Bullying Online [www.bullying.co.uk](http://www.bullying.co.uk)

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