

ANTI-BULLYING POLICY

Doc: QBPS 05
Issue: 06
Date: February 2018
Review Date: February 2019

ANTI-BULLYING
QUEEN BOUDICA
COMMUNITY PRIMARY SCHOOL

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Curriculum Committee
(Feb 2018)

ISSUE AND REVISION RECORD

<u>Date</u>	<u>Issue No.</u>	<u>Details</u>	<u>Review Date</u>
April 2009	01	Original	April 2009
March 2013	02	Various minor changes	March 2015
February 2015	03	No changes	February 2016
February 2016	04	No changes	February 2017
February 2017	05	No changes	February 2018
February 2018	06	No changes	February 2019

Anti-Bullying Policy

Aims:

We strongly believe that all children have the right to live and learn in an atmosphere that is free from bullying, harassment and discrimination. At Queen Boudica Primary School we want bullying to be tackled wherever it occurs and preventative measures to be in place to reduce its occurrence. We pledge to meet the requirements of the Education and Inspections Act of 2006 and the Equality Act 2010, which set out a maintained school's statutory responsibilities and obligations with regard to behaviour.

We want to make our children aware that we take bullying very seriously, and that they know what steps to take to deal with bullying when it occurs.

We will seek to develop positive and meaningful links with pupils, governors, parents, carers and other professional agencies to recognise, challenge, prevent and deal with incidents of bullying effectively and promptly.

Policy and Ethos:

We will support children to:

- Value themselves, their achievements and develop strong self-esteem
- Practice and develop emotional resilience and social skills to manage their feelings and work with others to resolve conflict calmly and correctly
- Know who to approach in school to report incidents of bullying
- Be actively involved in anti-bullying initiatives such as peer mediation
- Learn the skills needed to remain safe while using technology such as e-mail, internet and mobile phones
- Understand what bullying is and what it is not; to understand its effects and the best strategies to prevent and deal with it
- Recognise and value our differences and to respect other people's feelings and beliefs

Systems and Processes:

As a school we will:

- Identify a named 'lead person' for anti-bullying issues
- Be aware of our legal duties with regard to the reduction and tackling of bullying both inside and outside of school
- Ensure there is an up-to-date Anti-Bullying Policy in place
- Ensure that our curriculum recognises the importance of providing children with clear messages and skills to deal with bullying
- Engage the school community in setting a policy and processes to tackle bullying effectively e.g through holding an annual anti-bullying week
- Record and monitor all incidents or reports of bullying and seek to ensure satisfactory conclusions
- Use outside professionals to assist the school where complex or difficult issues are present
- Promote, encourage and expect good behaviour and reward and praise this when it happens
- Ensure that staff training is timely, relevant and seeks to ensure consistency of approach; ensure that staff model respect in all their dealings with children and do not abuse their power
- Provide strategies to support both those who are bullied and also those who perpetrate bullying, and to help others to become part of the solution

- Inform parents and carers of procedures to follow in the event of bullying and the support they can expect to receive
- Monitor and report bullying incidents to the Governing Body and gather relevant data to demonstrate the effectiveness of the school's anti-bullying policy, systems and processes

Definitions:

Bullying is any behaviour which is perceived by the targeted individual or any other person, as intending to hurt, intimidate, frighten, harm or exclude. It is usually persistent, leaving the targeted individual feeling defenceless.

Bullying can take different forms:

- Non-verbal – kicking, hitting, damaging or taking belongings
- Verbal – name-calling, taunting (particularly with the use of threatening or inappropriate language)
- Indirect – spreading rumours, excluding
- Cyber – sending threatening or nasty emails, texts or messages through internet chat rooms or websites (see also 'Internet Safety Policy')

Curricular approaches to bullying

In dealing with bullying we aim to:

- Raise awareness about bullying and the school's anti-bullying policy
- Increase understanding for victims
- Teach pupils about their relationships with others through the curriculum
- Ensure that the bullying stops and behaviours and attitudes improve over time

Strategies to combat bullying

We aim to include the following in our teaching:

- Playground Friends
- Circle of Friends
- Support groups
- Mediation by adults
- Social Skills groups/Nurture groups
- Family Support Worker intervention (in the home)

Playground Friends

This involves assigning selected pupil volunteers to be vigilant at breaks and dinner times and to support and/or befriend pupils who are being bullied or having difficulties or just need someone to talk to or play with. This may be because they are new to the school or upset by an event outside school, or that there is something difficult taking place in school.

The objective is to give the befriended pupil someone to talk to and to help them feel more positive about themselves.

Circle of Friends

A small number of pupils form a circle of friends for a vulnerable pupil, to help improve the pupil's level of inclusion and acceptance and to increase insight into his or her feelings and behaviour. The other children in the circle help by reporting anything of concern to a member of staff.

Support Groups

The support group for a bullied pupil includes those involved in the bullying. The aim is to get the bully to identify with the victim and then to help resolve the problem.

Mediation by adults

Members of staff can help establish ground rules between pupils who are being bullied and the pupils who are doing the bullying to help them co-exist in school.

Social Skills groups/Nurture groups

Teaching and activities in these groups can cover:

- Making assertive statements
- Resisting manipulation and threats
- Dealing with name calling
- Staying calm in difficult situations
- Getting help from others
- Boosting self esteem

Family Support Worker intervention

Where appropriate to do so, the school will direct the Family Support Worker to make contact with the perpetrator's parents and provide support with parenting/setting boundaries/etc.

Formal Action

If pupils do not respond to preventative strategies to combat bullying, we will take formal action to stop bullying behaviour. These sanctions are in line with the school's Behaviour & Discipline Policy.

Outlined in the Behaviour & Discipline Policy, sanctions will include:

- Removal from the group
- Withdrawal of break or lunchtime privileges
- Detention
- Banning the pupil from a school trip or event if these are not an essential part of the curriculum
- Parental Involvement

- Internal exclusion
- Fixed period exclusion

In the case of provable, persistent and violent bullying we will consider permanently excluding the perpetrator.

Dealing with bullying incidents

In dealing with bullying incidents, we will follow the following procedures:

- We will not ignore bullying or accusations of bullying.
- Staff will make every effort to try to identify the facts.
- All accounts of the incidents should be listened to fairly and objectively.
- We will make every effort to adopt a problem-solving approach which encourages pupils to find solutions rather than simply justifying themselves.
- We will follow up to check bullying has not resumed.

Records

The school will keep records of all incidents and the school's response. This will initially be when a child is reported to the Head Teacher. The Head Teacher will ensure that subsequent investigations and actions are recorded.

Advice to bullied pupils

We will tell our children not to suffer in silence. This will be reinforced through general day-to-day teaching, assemblies, events and the curriculum (PSHE, etc)

Pupils will be advised that if they are involved in bullying they should:

- Try to stay calm and look as confident as they can
- Be firm and clear and look the bully in the eye and tell them to stop
- Get away from the situation as quickly as they can
- Tell an adult what has happened straight away (preferably an adult at school in the first instance, or an adult at home)
- Not blame themselves for what has happened

The role of parents and carers

Bullying is a problem that requires a whole school approach to tackle it. All staff, pupils and parents should be aware that bullying exists and share a commitment to combat it and to make the school a happier place for everyone. We ask all parents/carers, staff and pupils to make this commitment each year through the Home School Agreement.

When, after discussion, we confirm a child has been bullying we will contact the parents/carers to discuss the issues. We will ask the perpetrator's parents/carers to:

- Talk to the child and explain that bullying is wrong and makes others unhappy
- Show the child how to join in with others without bullying
- Talk to the child regularly about how things are going at school
- Give the child lots of praise and encouragement when they are being kind and considerate to others
- Inform the school if they have any further concerns about their child's behaviour

From this discussion, sanctions and outline plans will be agreed.

We will inform parents that the school will follow up the perpetrator's behaviour and notify them that further bullying will likely result in exclusion.

We will ask the victim's parents to contact the school if they suspect their child is being bullied.

Parents of a bullied child should:

- Talk to the child calmly about it and reassure the child that telling them about it was the right thing to do
- Make a note of what the child says
- Explain that the child should report any further incidents to a teacher or other member of staff straight away
- Make an appointment to see the child's teacher as soon as possible

Listening to our pupils and taking account of their views

Pupils at the school were consulted in the writing and review of this policy. They were asked about their understanding of what bullying is, how it could be tackled and the sanctions and actions that the school should take to deal with it. The School Council held discussions about bullying and were able to bring the ideas from their classrooms to these discussions.

At Queen Boudica Primary School we will treat all incidents of reported bullying as a matter of top priority. To this end, we will investigate and deal promptly with any allegation or suggestion of bullying and ensure that all those involved are made aware of our stance on bullying. This includes the duty placed upon schools to investigate allegations of bullying outside of the school premises e.g on public transport, outside communal areas, in a town or village centre and to discipline pupils for this where proven.

Monitoring and Reporting

The Headteacher will report on the impact of its anti-bullying strategies and the numbers of incidents reported and investigated through the termly report to governors. These reports will inform the future content of the policy and strategies. The parents and pupils of the school (including prospective parents) will be made aware of the policy and it will be made available on the school website and in the school office.