

AMOTHERBY PRIMARY SCHOOL

ANTI-BULLYING POLICY

RATIONALE

At Amotherby, it is our intention to create a happy and safe environment for every member of our school community. Every child has the right to learn in a school environment free from bullying of any kind. As a school, we take bullying and its impact seriously. At Amotherby, we take effective action to prevent bullying from happening in the first place. A preventative approach will help to safeguard the well-being of pupils and staff and helping to create an environment where everyone is treated with dignity and respect.

AIMS:

The aim of this policy is to ensure the following:

- all members of the school community understand what constitutes bullying
- explain how school will handle any incidents of bullying
- ensure staff know what action to take in the event of an incident of bullying

WHAT IS BULLYING:

Bullying is usually defined in the following ways:

- repeated actions against an individual or group
- actions that are intended to hurt someone either physically or emotionally
- often aimed at certain groups e.g. because of race, religion, gender or sexual orientation, culture, SEND, appearance or health condition, home circumstances, sexism, sexual bullying or homophobia

It can take many forms including the following:

- Physical assault – pushing, kicking, biting, hitting, punching, or any form of violence
- Emotional assault – being unfriendly, excluding, tormenting
- Verbal assault (direct or indirect) – teasing, making threats, name calling, sarcasm, spreading rumours
- Racial assault – racial taunts, graffiti, gestures
- Sexual assault – unwanted physical contact or sexually abusive comments
- Homophobic assault – because of, or focusing on the issue of sexuality
- Cyberbullying – bullying via mobile phone or online (e.g. all areas of the internet: email and internet chat and calls, social media, mobile threats by text messaging and calls, misuse of associated technology i.e. camera and video facilities, iPad, games consoles etc.)

CREATING A PREVENTATIVE ENVIRONMENT:

School will aim to prevent bullying from taking place in the first place through actively teaching pupils about bullying and the effect it has on the victims. Through assemblies and

the PSHCE, RSE curriculum, pupils will be taught what bullying is, how to identify it, what to do if they feel they or others are being bullied and the effect bullying can have. Pupils will be taught to think about their actions and the importance of kindness, tolerance and understanding of others. Through our behaviour policy, we reward positive actions and behaviours with constant reinforcement and praise given by staff. All children are taught to talk about and report any incidents of bullying (to themselves or others) to a trusted adult.

Staff must remain vigilant about bullying behaviours and approach this in the same way as any other category or abuse. Staff should not wait to be told that bullying is occurring before raising concerns or dealing with it directly. Staff should understand that children may not be aware that they are being bullied because they may be too young or have a level of special educational needs which means that they may be unable to recognise what is happening.

Staff should also be aware of those children who may be vulnerable e.g. those coming from a vulnerable background, or those responding to emotional problems or mental health issues which may bring about a propensity to be unkind to others or may make them more likely to fall victim to the behaviour of others. Staff should be prepared to intervene at any moment where they feel it would be in the best interest of the child.

IMPLEMENTING THE POLICY:

Our school will ensure that the following statements are true for the successful implementation of this policy:

For pupils who experience bullying:

- they are heard
- they know how to report bullying and get help
- they are confident in the school's ability to deal with the bullying
- steps are taken to help them feel safe again
- they are helped to rebuild confidence and resilience
- they know how they can get support from others

For pupils who engage in bullying behaviour:

- sanctions and learning programmes hold them to account for their behaviour and help them to face up to the harm they have caused
- they learn to behave in ways which do not cause harm in future because they have developed their emotional skills and knowledge
- they learn how they can take steps to repair the harm they have caused

For schools:

- the whole school community is clear about the anti-bullying stance the school takes
- pupils, as well as staff and other members of the school, are fully engaged in developing and reviewing anti-bullying work in the school
- every chance is taken to celebrate the success of anti-bullying work

- all pupils are clear about the roles they can take in preventing bullying, including the role of bystanders

For heads, governors and other school staff:

- they promote a school climate where bullying and violence are not tolerated and cannot flourish
- they continually develop best-practice based on knowledge of what works
- there is a review of the school anti-bullying policy every two years and, as a result, the policy and procedures are updated as necessary
- curriculum opportunities are used to address bullying
- pupil support systems are in place to prevent and respond to bullying
- they have addressed school-site issues and promote safe play areas
- all staff take part in relevant professional development, and are clear about their roles and responsibilities in preventing and responding to bullying
- all staff are aware of the importance of modelling positive relationships
- any incidents of bullying are recorded effectively on CPOMs
- they work in partnership with parents, other schools and with Children's Services and community partners to promote safe communities

For parents:

- they are clear that the school does not tolerate bullying
- they are aware of the procedures to use if they are concerned their child is being bullied or does not feel safe to learn, including the school's complaints procedure
- they have confidence that the school will take any complaint about bullying seriously and investigate/resolve as necessary, and that the school systems will deal with the bullying in a way which protects their child
- they are clear about ways in which they can complement the school on the anti-bullying policy or procedures

REPORTING AND RECORDING INCIDENTS OF BULLYING:

On discovering an incident of bullying staff should follow the procedures set out below:

- Staff should listen without judgement to the victim being sensitive to the well-being of the victim
- Staff should not ask leading questions, or ask the victim to repeat the incidents to another adult
- Staff should record the incidents on CPOMs detailing all that has been said as soon as possible so as not to forget details
- Staff should inform a member of the SLT to decide on the best course of action for the incident. This may include any of the following:
 - a meeting with the victim's parents to discuss the incidents with the class teacher

- a meeting with the victim's parents to discuss the incidents with a member of the SLT
- a meeting between the victim and the perpetrator
- additional support for the victim through 1:1 support with a member of staff
- recording of any follow-up actions related to the incident on CPOMs

In relation to the perpetrator staff should do the following:

- follow up the concerns/incidents expressed by the victim
- record any incidents on CPOMs, including any follow up actions
- discuss the incidents with a member of the SLT to discuss the next course of action which may include any of the following:
 - a discussion with parents with either the class teacher or a member of the SLT
 - 1:1 support for the perpetrator which focuses on teaching them about bullying and the effect it has on others in an effort to prevent further incidents of bullying
 - a meeting between the victim and perpetrator to begin to right the actions that have been taken
 - sanctions for the perpetrator

With all incidents of bullying, school reserves the right to use exclusion where necessary in line with our behaviour policy.

CYBER-BULLYING:

Where cyber-bullying has taken place, school reserve the right to implement the behaviour policy as appropriate including sanctions and possible exclusion. Where incidents of possible cyber-bullying are brought to school's attention, school will inform the parents of the victim and the perpetrator, giving details of platforms used and directing parents, where appropriate, to information for parental controls and guidance on age restrictions for apps. School may also direct parents to the police if the incident has taken place outside of school.

Where appropriate, school will work with the victim to support them through the incident. School will also work with the perpetrator to emphasise the impact of cyber-bullying and school may inform other agencies e.g. Early Help if deemed necessary.

SANCTIONS:

In-line with the school's behaviour policy, sanctions for incidents of bullying will vary dependent on a number of factors e.g. according to social situation or needs. However, school reserves the right to use exclusion dependent on the severity of the incident and if the bullying persists.

Linked policies:

- Behaviour Policy

- Child Protection Policy
- Online Safety Policy
- Child on Child Abuse Policy