

Anti- bullying Policy

We at Amesbury CE Primary School are committed to providing a caring, friendly and safe environment for all our pupils so they can learn in a relaxed and secure atmosphere.

Bullying of any kind is unacceptable at our school.

If bullying does occur, all pupils should feel able to tell and know that incidents will be dealt with promptly and effectively. Anyone who suspects or knows that bullying is happening is encouraged to tell the staff.

Objectives of this Policy

- All governors, teaching and non-teaching staff, pupils and parents should have a shared understanding of what bullying is.
- All governors, teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and the steps that are taken if bullying occurs.

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Bullying has the potential to damage the mental well-being of a victim. We believe everybody has the right to be treated with respect; pupils who are bullying need to learn different ways of behaving.

Bullying can take place in the classroom, playground, toilets, on the journey to and from school, on residential trips and online.

What is bullying?

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally.

Ensuring physical safety is a school's first priority but emotional bullying can be more damaging than physical; teachers and schools have to make their own judgements about each specific case. [Taken from 'Preventing and Tackling bullying' by Department for Education (October 2014)].

Our definition in our Child friendly policy is:

A bully is someone who hurts someone else by using behaviour which is meant to hurt, frighten or upset another person. This behaviour is repeated frequently and deliberately. We define it as something that happens 'Several Times On Purpose'.

What is cyberbullying?

'Cyberbullying is bullying that takes place using electronic technology. Electronic technology includes devices and equipment such as cell phones, computers, and tablets as well as communication tools including social media sites, text messages, chat, and websites.

Examples of cyberbullying include mean text messages or emails, rumors sent by email or posted on social networking sites, and embarrassing pictures, videos, websites, or fake profiles.'

[stopbullying.gov]

Bullying may be related to:

- Race
- Gender
- Religion
- Culture
- SEN or disability
- Appearance or health condition
- Home circumstances, including young carers, poverty and adopted and looked after children.
- Sexual orientation, sexism, or sexual bullying, homophobia
- Any perceived difference : colour of skin, colour of hair, wearing glasses, being overweight, being shy, etc

Bullying can take many forms, including:

- Physical – hitting, kicking or manhandling
- Verbal – teasing, name-calling or insults relating to any of the following: physical or social appearance, disability, gender, ethnic origin, homophobia or individual personality.
- Psychological – spreading rumours, excluding from activities, discussions, groups of friends
- Extortion – threats to obtain money or property
- Damage to, or theft of belongings
- Cyber bullying – all areas of the internet, such as email and internet chat room misuse, mobile phone threats by text messages or calls, misuse of associated technology i.e. camera and video facilities. (see the **on line safety** policy for more detail)

Signs and symptoms:

- A child may indicate by signs or behaviour that he or she is being bullied.
- Adults should look out for changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults.
- There may be evidence of changes in work patterns or lacking concentration.
- These signs could indicate other problems, but bullying should be considered a possibility and be investigated.

The school's approach

We value all children equally, and actively try to raise their self -esteem and confidence. We have a caring ethos and high expectations which encourage all the children to respect and look after each other and to be proud of their school.

There is no justification for bullying and we work with all our children to encourage them to reject bullying behaviour.

Staff will remain vigilant about bullying behaviours and approach this in the same way as any other category of Child Abuse; that is, not wait to be told before raising concerns or dealing directly with the matter. 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 realise what others may be doing to them.

Staff must also be aware of those children who may be vulnerable pupils; those coming from troubled families, 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.

Through our school ethos / school values and in our personal, social and emotional education programme we have a proactive approach to preventing bullying and will:

- Provide a warm, caring and safe environment where all children and staff are equally valued and happy.
- In all Year groups we use our PSHE curriculum including SEAL and P4C to reinforce positive attitudes and behaviours.
- Encourage and reward good behaviour (see our Behaviour Policy).

- Begin each year with parents and children signing the Home/School agreement.
- Encourage children to establish and maintain their own class rules.
- Provide opportunities for children to work together in a cooperative manner, appreciating differences in a positive way.
- Aim to continuously improve the playground environment and supervision.
- Make it clear to children that any form of bullying will not be tolerated.
- Teach children exactly what bullying is and what to do if it happens.
- Provide opportunities for children to talk to an adult about any concerns they have . Where necessary, to provide referral for counselling with a trained counsellor.
- Encourage all children to be responsible for their own words and actions and the consequences of them.
- Provide children with the confidence and skills to repudiate any forms of bullying including the need to tell and not be a bystander.
- Provide peer group support in the playground with 'Buddies'. This group of children have been nominated for this responsibility and have received training.
- Monitor the prevention of any bullying with an Anti Bullying steering group , with representatives of staff, governors , parents and children on this group.
- Support children who are more vulnerable through our Nurture Centre ;where individual education, welfare and needs are given specialist support.
- To keep parents fully informed.
- Educate pupils on what bullying is and what to do about it through our regular activities, assemblies and curriculum and this includes an 'Anti-bullying Week' which provides a specific focus.

With incidents of bullying we will:

- Meet those concerned individually and find out the facts of any incident.
- Record incidents of bullying, so that they can be monitored.
- We will actively involve parents at an early stage and keep them informed.
- Make sure that the children who have deliberately chosen to hurt others, physically or emotionally know there are clear and consistent sanctions and there will be consequences to their actions.
- Support the victims and make sure that they feel that the situation has been dealt with firmly and fairly, and that they feel safe and happy in school.
- Counsel both victims and bullies and teach them alternative behaviours.
- Aim to resolve the issues causing the bullying and restore relationships as much as possible.

Support those children who have been bullied by:

- Offering immediate opportunity to discuss their experience.
- Reassuring the pupil.
- Help children develop positive strategies and assertiveness.
- Restoring self –esteem and confidence.
- Keep a record of the incident and give follow up action.
- Provide additional support through ELSA, Time for Talk, Counselling, the Nurture centre.
- Aim to resolve the issues causing the bullying and restore relationships.

Help pupils who have bullied by:

- Helping bullies to understand their behaviour and learn how to change.
- Discussing what happened.
- Break up bully groups where necessary.
- Help children develop positive attitudes and assertiveness.
- Involve parents at an early stage.
- Involve other agencies when necessary.
- Keep a record of the incident and give follow up action.
- Provide support and reconciliation through the Nurture Centre.

Disciplinary actions

The following disciplinary actions may be taken (see also Behaviour Policy):

- Official warning to cease offending
- Exclusion from playtimes
- Liaise with the Nurture centre for support and counselling
- Fixed term exclusion

What can I do as a parent?

- Keep calm. Avoid jumping to conclusions.
- Make an appointment to see the class teacher or head.
- However upset you are feeling, explain calmly what the problem is. Ask what action has been taken and what the outcome of this is, at the follow up meeting.
- Before the meeting, think carefully about the problem and what you want to achieve from the meeting. Please share this with us when you come.
- Avoid the labelling of children. Be open minded – you may have heard bad reports about a certain child, but they may not be responsible for a bullying incident, even if another child has told you that they are.
- Each situation is unique and we will work together with parents towards a positive conclusion.

Monitoring and review

This policy is monitored on a day-to-day basis by the head teacher, who reports to governors on request about the effectiveness of the policy. Records of bullying and trends will be closely monitored by the SLT and shared with the safeguarding governor.

Staff will be directed to read through and remind themselves of the policy content at the beginning of each academic year.

New staff will be directed to it once in post

Any questions regarding this policy should be referred to Pauline Burgess Anti-bullying Lead.

This Policy has been reviewed and amended. Staff were consulted on this document on:	November 2016