



DENTON AND YARDLEY HASTINGS PRIMARY SCHOOLS



Anti-Bullying Policy

Our schools do not tolerate bullying.

We will work together and try very hard to prevent it happening.

We will always intervene and try to deal effectively with incidents that do happen.

If you are being bullied you must tell someone, preferably your Class Teacher, or someone you can trust.

If you see someone being bullied, you must tell someone.

If you are being bullied, it is not your fault.

Approved by: Executive Head Teacher

Last reviewed on: November 2018

Next review due by: November 2020

Anti-Bullying Policy

This policy has been written by the PSHE co-ordinator after talking with children, (especially the School Council), all members of staff and the Governors. It is designed to fit in with and be part of the school's Behaviour Policy. It is written for children to read and be able to understand.

Definition of Bullying

We think that bullying is when:

- something hurtful is done deliberately by one person, or a group of people to somebody else.
- it is repeated over a period of time.
- the person being hurt is very upset and finds it difficult to do anything about it.

This can be done in person, or indirectly by using the internet or a mobile phone.

We think bullying can be:

- Physical- when somebody is pushed, hit, kicked or punched.
- Verbal - when somebody is called names.
- Indirect - when someone is excluded or left out, has their belongings damaged or stolen, or nasty stories are spread around about them.

We think that people are sometimes bullied just because they may be different e.g.

- they are very tall or small,
- they have a different family background,
- they form different relationships,
- they have different beliefs,
- they have different coloured skin,
- they are very quiet,
- they have a disability.

Often there is no reason for someone being bullied and it could happen to anyone.

Aims and Objectives

The aim of this policy is

- to run along side the Behaviour Policy, Equality Policy, the PSHE Policy, the Child Protection Policy and the Acceptable Use Policy in order to provide a safe, caring environment where everyone can thrive. We believe **everyone** in the school has the same rights and responsibilities with regards to wellbeing as stated in the Behaviour Policy.
- to make everyone in the school aware of our views on bullying and how we will deal with it. This includes all teaching and non-teaching staff, Lunchtime Supervisors, children, Governors and parents.
- to let children know what to do if they are being bullied and that we will take it seriously and do something about it.



Procedures-What to do if you are being bullied

You must tell someone if you are being bullied.

The best person to tell is your Class Teacher, and you should tell your parents, but you could tell the Lunchtime Supervisors or friends. This information needs to be passed on to the Class Teacher in the first instance in order for him/her to investigate and deal with the situation. If the bullying is cyber-bullying you must not reply, save the evidence and block the bully and make sure you tell an adult you can trust, such as a parent or your teacher.

Your teacher will always listen to you and take reports of bullying seriously and make further investigations by observing and questioning.

Most incidents of bullying can be sorted out by letting the person who is bullying know how he/she is making the person who is being bullied feel. This can be dealt with by the Class Teacher talking to both parties, individually and/or together. Class discussions will be held to reinforce behaviour, feelings and how we treat each other and class members encouraged to support the child being bullied. Support will be given to the person who is bullying to help them change their behaviour. Other teachers and Lunchtime Supervisors will be informed so that they can keep an eye on the situation.

Your teacher will regularly monitor all incidents that have been dealt with to check they are not recurring.

Incidents that cannot be dealt with in this manner i.e. continue to happen, will need recording, passing on to the Executive Head Teacher, involvement of parents and sanctions applying. Any incidents of bullying will be recorded in the bullying log (Appendix 1).

What will happen if it does not stop

If after being dealt with by the Class Teacher the bullying has not stopped, it will be passed on to the Executive Head Teacher, who will talk to the person/people bullying and the child being bullied separately and or together.

More support will be put in place for the child being bullied to help them feel safe and build their confidence.

The seriousness of the incidents will be stressed to the person/people bullying, the events will be recorded, parents will be informed and programs put in place to change their behaviour.

If it continues to happen sanctions will be applied in line with the Behaviour Policy.

What to do if you are an adult being bullied by others members of staff, children or parents

You must tell someone - either the Executive Head Teacher or Chair of Governors. All matters will be taken seriously and treated sensitively and appropriate support will be put in place.

Prevention- How we are working to prevent bullying.

Through PSHE, assemblies, circle time, discussion, School Council meetings, staff meetings, Governors meetings, meetings with parents, good playground supervision, and the general ethos of the school we will work towards reducing the incidents of bullying to a minimum and dealing with incidents effectively.

The PSHE and Citizenship curriculum covers all aspects of bullying and how to deal with it.

Children undertake discussions, role-play, assertiveness training, celebrate differences, working together, instruction on what to do if bullied, or if you see someone bullying, looking at different cultures and races, understanding that not everyone is the same, learning how to resolve conflicts etc. They make posters telling people what to do if bullied and that bullying is wrong.

ICT lessons will cover safe use of the internet, such as respecting others and being careful about what you say, and what images you send online. Key Stage 2 children will be taught how to block or report a bully, how to save evidence and not to retaliate.

Assemblies frequently reinforce the schools Behaviour Policy, and deal with how we should treat each other and get along together. The achievers assembly celebrates successes and achievements no matter how small, whether for behaviour or work.

Circle time and discussion give opportunities for classes to discuss worries and issues arising on a regular basis.

The School Council allows the school to have a say in, and bring up important issues. They have played a leading role in developing this policy.

The children are encouraged to care for and look after each other and hopefully this attitude will help prevent some bullying.

The Governing Body supports the school and monitors its progress and well being. It ensures they provide a safe environment where children can learn and thrive. Any bullying incidents are reported to them.

Parents play a very important role in helping the school to prevent bullying by reinforcing the schools Behaviour Policy with their children and encouraging their children to tell if they have a problem. Class Teachers are always available to talk to parents if they have any worries.

Monitoring and Evaluation

The effectiveness of this policy will be monitored on a regular basis via class discussions, discussions with parents, children and all staff. All recorded incidents will be reviewed regularly.

Appendix 1 Form for recording bullying behaviour

1. Name of pupil being bullied and class group

Name _____ Class _____

2. Name(s) and class(es) of pupil(s) engaged in bullying behaviour

3. Source of bullying concern/report (tick relevant box(es))*

Pupil concerned	<input type="checkbox"/>
Other Pupil	<input type="checkbox"/>
Parent	<input type="checkbox"/>
Teacher	<input type="checkbox"/>
Other	<input type="checkbox"/>

4. Location of incidents (tick relevant box(es))*

Playground	<input type="checkbox"/>
Classroom	<input type="checkbox"/>
Corridor	<input type="checkbox"/>
Toilets	<input type="checkbox"/>
Clubs	<input type="checkbox"/>
Other	<input type="checkbox"/>

5. Name of person(s) who reported the bullying concern

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6. Type of Bullying Behaviour (tick relevant box(es)) *

Physical Aggression	<input type="checkbox"/>	Cyber-bullying	<input type="checkbox"/>
Damage to Property	<input type="checkbox"/>	Intimidation	<input type="checkbox"/>
Isolation/Exclusion	<input type="checkbox"/>	Malicious Gossip	<input type="checkbox"/>
Name Calling	<input type="checkbox"/>	Other (specify)	<input type="checkbox"/>

7. Where behaviour is regarded as identity-based bullying, indicate the relevant category:

Homophobic	Disability/SEN related	Racist	Membership of Traveller community	Other (specify)
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

8. Brief Description of bullying behaviour and its impact

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9. Details of actions taken

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Signed _____ (Relevant Teacher) Date _____

Date submitted to Executive Head Teacher/Deputy Head Teacher _____