



ANTI-BULLYING POLICY

Queen's Hill Primary and Nursery

School

Headteacher: Mrs. Penny Sheppard

Written: November 2017

To be reviewed: November 2018

Written by: The Community Values Team

Signed by Governor _____ DATE _____



ANTI-BULLYING POLICY- Queen's Hill Primary School

The aim of our anti-bullying policy is to ensure that everyone can learn in a supportive, caring and safe environment without fear of being bullied.

Principles and Values

Bullying in any form, by anyone, **will not be tolerated** at Queen's Hill Primary and Nursery School. We do not accept any form of behaviour which hurts, threatens or frightens any member of the school community. Everyone has the right to feel safe and happy in school and in the playground.

As a school we take bullying and its impact seriously. Pupils and parents should be assured that known incidents of bullying will be responded to. The school will seek ways to counter the effects of bullying that may occur within school or in the local community. The ethos of our school fosters high expectations of outstanding behaviour and we will consistently challenge any behaviour that falls below this.

Definition

For the purpose of this policy, bullying is defined as persistent behaviour by an individual or group with the intention of verbally, physically, or emotionally harming another person or group.

Bullying is generally characterised by:

- Repetition: Incidents are not one-offs; they are frequent and happen over a period of time.
- Intent: The perpetrator(s) means to cause verbal, physical or emotional harm; it is not accidental.
- Targeting: Bullying is generally targeted at a specific individual or group.
- Power imbalance: Whether real or perceived, bullying is generally based on unequal power relations.

Vulnerable pupils are more likely to be the target of bullying due to the attitudes and behaviours some young people have towards those who are different from themselves. Vulnerable pupils may include, but are not limited to:

- Pupils with special educational needs and disabilities.
- Pupils who are adopted.
- Pupils suffering from a health problem.
- Pupils with caring responsibilities.

Types of bullying

Emotional	being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures) or manipulating others to do things
Racial	racial taunts, graffiti or gestures
Physical	pushing, kicking, biting, hitting, punching or any use of violence
Sexual	unwanted physical contact or sexually abusive comments
Homophobic	because of, or focusing on the issue of sexuality
Direct or indirect verbal	name-calling, sarcasm, spreading rumours, teasing or insults against the family
Cyber bullying	all areas of internet ,such as email and internet chat Twitter and Facebook misuse

Preventative measures against bullying

What do all children need to know about bullying in order to prevent it occurring? Much of this can be brought into the curriculum through Personal and Social Education and PATHS. Circle Time will be used as a means of solving and preventing bullying situations.

- We believe in eradicating bullying without creating a feeling of judgement towards the bully. Victims will be confident that support will be given and action will be taken against bullies.
- All reported or witnessed instances of bullying in the school are investigated by a member of staff.
- Staff encourage pupil co-operation and the development of interpersonal skills through the use of group work and paired work.
- All types of bullying are discussed as part of the curriculum, and diversity, difference and respect for others is promoted and celebrated through various lessons and during our annual anti-bullying week and curriculum day.
- Seating arrangements in class will be changed and organised in a way that prevents instances of bullying.
- Potential victims of bullying are drawn into working groups with children who do not abuse or take advantage of them.
- Opportunities to extend friendship groups and interactive skills are provided through participation in special events, for example, drama productions, sporting activities and cultural groups.
- All members of the school community are made aware of the school's Anti-bullying Policy.
- All staff members receive training on identifying and dealing with the different types of bullying.
- A safe, supervised place is available for pupils to go to at lunch if they are involved in conflict with their peers, or wish to avoid a bully.

A POSITIVE APPROACH TO PROMOTE "GOOD FRIENDS"

- Provide a good role model; show care, politeness, respect and honesty.
- Teach and promote empathy.
- Discuss supportive relationships.
- Promote self-esteem, security, identity, belonging, purpose and competence.
- Help children to develop positive strategies and assertiveness.
- Refer to "caring"; raise awareness of how good it feels to care for others and how good it feels to be cared about.
- Reward positive behaviour.
- Explore feelings through role play and viewing bullying situations from both sides.
- Allow children to hear what other people feel and experience (e.g., "circle time").
- Discuss friendships - who are our friends and why do we choose them?
- Encourage children to recognise their own qualities and help them identify good qualities in others.
- Teach children to listen, and listen to them attentively.

Signs of bullying

Some of the signs that a pupil may be a victim of bullying include, but are not limited to, the following:

- Being frightened to travel to or from school
- Asking to be driven to school
- Unwillingness to attend school
- Truancy
- Becoming anxious or lacking confidence
- Saying that they feel ill in the morning
- Decreased involvement in school work
- Returning home with torn clothes or damaged possessions
- Missing possessions
- Missing dinner money
- Asking for extra money or stealing
- Cuts or bruises
- Lack of appetite
- Unwillingness to use the internet or mobile devices
- Becoming agitated when receiving calls or text messages
- Lack of eye contact
- Becoming short tempered
- Change in behaviour and attitude at home

For the Child

- Tell yourself - "I don't deserve to be bullied".
- Try to show that you are not upset.
- Try being assertive - shout "go away" loudly, or walk quickly and confidently away.
- Get your friends to support you positively.
- Show that you and your friends disapprove.
- Talk to an adult.
- Show understanding and support to children who may be bullied.
- Be careful about teasing or personal remarks.
- Don't stand by and watch - tell an adult straight away.
- Remember, we are all individuals and different and we should be allowed to be proud of it.
- Help children to be patient and to be reflective.
- Encourage children to look after their own property and to respect property of others.
- Help children to give and receive praise.
- Teach children to be helpful.
- Encourage peer support for all pupils.

Although the signs outlined above may not be due to bullying, they may be due to deeper social, emotional or mental health issues, and will be appropriately investigated.

Those who display a significant number of these signs are approached by a member of staff, in order to determine the underlying issues, whether they are due to bullying or other issues.

Cyber bullying

Queen's Hill Primary School views cyber bullying in the same light as any other form of bullying. The school will support pupils who have been victims of cyber bullying by holding formal and informal discussions with the pupil about their feelings and whether the bullying has stopped, in accordance with procedures outlined in this policy.

In accordance with the Education Act 2011, the school has the right to examine and delete files from pupils' personal devices, e.g. mobiles phones, where there is good reason to do so. This power applies to all schools and there is no need to have parental consent to search through a young person's mobile phone.

If an electronic device is seized by a member of staff, and there is reasonable ground to suspect that it contains evidence in relation to an offence, the device must be given to the police as soon as it is reasonably practicable.

If a staff member finds material that they do not suspect contains evidence in relation to an offence, the headteacher will decide whether it is appropriate to delete or retain the material as evidence of a breach of the relevant policies.

Staff principles

- Prevention is at the forefront of the school's Anti-bullying Policy.
- Staff treat reports of bullying very seriously.
- Staff do not ignore signs of suspected bullying.
- Unpleasantness from one pupil towards another is always challenged and never ignored.
- Staff take action immediately when they become aware of a bullying incident; this applies to all staff, not solely teaching staff.
- Staff always respect pupils' privacy, and information about specific instances of bullying is not discussed with others, unless it is in a setting that the victim has given consent to. If the member of staff believes the pupil is in serious danger, e.g. of being hurt, they will inform the **designated safeguarding lead** immediately.
- Follow-up support is given to both the victim and bully in the months following any incidents, to ensure all bullying has stopped.

Guidance for parents

- Listen to your child and try not to overreact.
- Show sympathy but try not to dwell on the situation.
- Tell your child that bullying exists and it's not their fault.
- Check all the facts – is it bullying or friendship problems, which may resolve naturally?
- Report bullying incidents to the class teacher. In cases of serious bullying, the incidents will be recorded by staff and the Headteacher notified.
- In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem
- If necessary and appropriate, police will be consulted

Do Not:

1. Attempt to sort the problem out yourself by speaking to the child whom you think may be behaving inappropriately towards your child or by speaking to their parents.
2. Encourage your child to be 'a bully' back.
3. Post and allegations on social media.

Procedures for dealing with bullying.

All known/reported incidences of bullying will be investigated by the class teacher or by a senior member of staff. In more serious cases a witness will be present.

Talk with the alleged bullies and the bullied individually and in confidence. It may then be appropriate to discuss behaviour together and obtain genuine apologies.

If appropriate, allow bullies to hear the feelings of the bullied child. Ask all parties what action they deem appropriate and whether it is fair.

Ensure that all incidents of bullying and procedures to be followed are recorded in central log – spreadsheet on public drive.

Inform parents about bullying.

In certain circumstances, sanctions will then be applied.

Depending on the seriousness and/or frequency of the unacceptable behaviour, parents may be encouraged to take an active part in “target setting” in order to promote acceptable behaviour.

Monitor the situation until the problem is resolved.

We will review the situation by contacting the parents to ensure that the victim is happy at school and by speaking to the child.

If the situation is not resolved, we will seek advice from the Schools’ Support Team, after speaking to the parents involved.

The **Headteacher/Deputy Headteacher** keeps a **Bullying Record** of all reported incidents, including which type of bullying has occurred, to allow for proper analysis of the data collected.

The **Headteacher/ Deputy Headteacher** will analyse the data in the **Bullying Record** at **termly** intervals in order to identify any trends in the types of bullying occurring and implement the appropriate measures to tackle it.

Sanctions available:

Withdrawal from playtime (which may involve writing a letter of apology).

Withdrawal from representing the school.

Withdrawal from favoured activities.

Withdrawal of privileges.

Exclusion from peers.

Referral to senior staff.

Pupils involved in incidents will be informed of sanctions carried out. Staff associated with such pupils will also be informed.

ACTION AGAINST BULLYING - Every adult at Queen's Hill Primary & Nursery School is responsible for the welfare of the pupils.

Statutory implications

The school understands that, under the Equality Act 2010, it has a responsibility to: eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the act; advance equality of opportunity between people who share a protected characteristic and people who do not share it; and foster good relations between people who share a protected characteristic and people who do not share it.

The school understands that, under the Human Rights Act (HRA) 1998, it could have charges brought against it if it allows the rights of children and young people at the school to be breached by failing to take bullying seriously.

The National Association of Head Teachers has guidelines that recommend headteachers must 'satisfy themselves' that their school's Anti-Bullying Policy complies with the HRA; the headteacher understands that they cannot do this without fully involving their teaching staff.

Although bullying itself is not a criminal offence, some types of harassment, threatening behaviour and/or communications may be considered criminal offences:

- Under the Malicious Communications Act 1988, it is an offence for a person to electronically communicate with another person with the intent to cause distress or anxiety, or in a way which conveys a message which is indecent or grossly offensive, a threat, or contains information which is false and known or believed to be false by the sender.
- The Protection from Harassment Act 1997 makes it an offence to knowingly pursue any course of conduct amounting to harassment.
- Section 127 of the Communications Act 2003 makes it an offence to send, by means of a public electronic communications network, a message (or other matter) that is grossly offensive or of an indecent, obscene or menacing character. It is unlawful to disseminate defamatory information through any media, including internet sites.
- Other forms of bullying which are illegal and should be reported to the police include: violence or assault, theft, repeated harassment or intimidation and hate crimes.

Some concluding thoughts:

It's OK to tell - 'don't suffer in silence'.

Bullying can be addressed effectively through whole school policy and planned interventions.

By promoting positive social behaviour through the teaching of specific skills, school staff, parents and pupils can work together to create a friendly caring school.

Websites and resources:

The **Anti- bullying Alliance website** provides a wealth of information and resources about anti-bullying.

www.dfes.gov.uk/bullying

Government site with information about the new pack for schools and many links to related sites.

www.bullying.co.uk

www.kidscape.org.uk

Both good for general information, support and strategies.

www.childline.org.uk

Has very useful information sections, particularly on racial harassment and bullying.

www.antibullying.net

This site also has a useful section on racist bullying.

www.ncb.org.uk

The website of the National Children's Bureau has information on bullying in the Forum on Children and Violence section.

www.nspcc.org.uk

The NSPCC site includes information on bullying as part of the Full Stop campaign.

www.thewhocarestrust.org.uk

This Who Cares Trust is a charity aimed at children in public care.