

Anti-Bullying Policy

Date of Policy: Autumn 2018

Review Date: Autumn 2020

Mission Statement

'Where children are valued and success is recognised'

Introduction

At Parsonage Farm Primary School we believe that everyone should be treated with respect and courtesy and that consideration should be given to other people, their feelings and their opinions.

What is Bullying?

DFE guidance (2012) defines bullying as:

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

Bullying can be direct (either physical or verbal) or indirect (for example, being ignored or not spoken to). It results in pain and distress to the victim. There is a difference between bullying and the 'falling out' that both children and adults can experience, where friendships are soon restored. Bullying is the systematic and persistent use of aggression with the intention of hurting another person.

Bullying can be:

- Emotional being unfriendly, excluding, tormenting
- Physical pushing, kicking, hitting, punching or any use of violence
- Racist racial taunts, graffiti, gestures
- Sexual unwanted physical contact or sexually abusive comments
- Homophobic because of or focussing on the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Online through social media, sexting, persistent texts/calls

General School Guidelines

As a school we state strongly that bullying in any form will not be tolerated and will be acted upon immediately in order to provide support to the victim and deal with the behaviours of the child/children considered to be bullying.

We have a thorough Scheme of Work for Computing which has a heavy focus on internet safety and cyberbullying.

We do not consider that **all** conflict situations and incidents that occur between children are cases of bullying behaviour and are in agreement that:

- for most children growing –up involves learning how to build relationships with others and that this will often include squabbling, disagreements with each other and may even result in fighting with each other
- conflicts will arise and that children can be sensitive and that offence can be taken when none might have been intended
- it is important to expose bullying issues in school openly and in a constructive manner through the structured curriculum and through the school ‘circle time’ sessions

Expectations of Staff

All staff in the school have a responsibility to act upon and be aware of situations that could reflect instances of bullying. As a result expectations of all staff are that:

- They highlight children that they are aware of seeming withdrawn or isolated in class or from friendship groups
- They react positively to hurtful comments or criticisms that may occur during class discussions and reinforce the school’s code of conduct and policy on bullying behaviour
- A senior member of staff is informed of any incident that may be considered as bullying and what actions have been taken to prevent the situation

It is very important that staff lead by example and display that:

- Problems can be resolved by negotiation and discussion
- Problems can be dealt with sensitively and calmly
- Incidents considered as bullying are dealt with promptly

Signs and Symptoms

A pupil may indicate by signs or behaviour that he or she is being bullied. Staff in school should be aware of these possible signs and that they should investigate if a pupil:

- Is frightened of making the journey to or from school;
- Changes their usual routine;
- Is unwilling to attend school (school phobic);
- Begins to truant;
- Becomes withdrawn, anxious, or lacking in confidence;
- Starts stammering;

- Attempts or threatens suicide;
- Absconds from school/ educational visit;
- Frequently reports they feel ill (where no known cause of illness is known or detected);
- Begins to do poorly in school work;
- Attends school in clothes torn or with damaged books/ equipment;
- Has possessions which are damaged or 'go missing';
- Has unexplained cuts or bruises;
- Becomes aggressive, disruptive or unreasonable;
- Is bullying other children or siblings;
- Stops eating;
- Is frightened when questioned to say what's wrong;
- Gives improbable excuses for any of the above.

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

Expectations of Parents

As a school we believe the role of parents to be vital in supporting and reinforcing the school's policy on bullying. When discussing behavioural issues with parents they should be encouraged to:

- Report any concerns regarding behaviour to the class teacher in the first instance
- Work with the class teacher in dealing with the concerns initially
- Report persistent concerning /bullying behaviour to the Assistant Head Teacher / Deputy Head Teacher

Procedures for dealing with Incidents of Bullying

Unfortunately some persistent cases of reported behaviour will be indicative of instances of bullying. The following actions will be taken:

- Support for the victim will be provided as quickly as possible. The child will be reassured that they will be listened to and that anything that they say will be used only to sort out the situation they find themselves in.
- The Headteacher /Deputy Head Teacher should be informed of all concerns
- The incident will be investigated as quickly as possible making sure that written statements are taken from the child/children concerned and recorded on an incident sheet
- An action plan will be developed and implemented to stop the bullying instances
- If deemed appropriate the parents/carers of children concerned will be asked to come into school to discuss the situation further and be informed of the action the school has taken.
- The bullying child and their parents will be informed of the school's view on bullying and of the sanctions that may be imposed should there be a repeat of the bullying incidents.

- In any incidents involving social media or texting/calling outside of school time, the parent is informed that they may wish to go to the police with their concerns and contact the social media website where applicable.

Monitoring and Review

The schools Anti-Bullying Policy will be monitored on a regular basis in order that we take account of developments within the school. Review of the policy will enable the school to continue to foster positive relationships between the children and enhance their ability to learn and play in an effective and supportive learning organisation.

This Policy was agreed by The Full Governing Body on: 4th October 2018