



Calverton Primary School

Anti-bullying Policy

This policy has been developed at Calverton School by working together with Pupils, Staff and Parents.

School definition of Bullying

Bullying is any deliberate, hurtful, upsetting, frightening or threatening behaviour by an individual or a group towards other people. It is repeated over a period of time, so happens:

S **T** **O** **P**
Several Times On Purpose

and it is very difficult for the victims to defend themselves.

At Calverton we encourage pupils to 'tell':

S **T** **O** **P**
Start Telling Other People

What is bullying?

- Bullying is behaviour which deliberately makes another person feel uncomfortable, distressed or threatened.
- Bullying is repeated over time.
- Bullying makes those being bullied feel powerless to defend themselves.

Why are we against bullying?

Calverton's motto is 'Every Child, Every Chance, Every Day'.....because:

- everyone has the right to feel welcome, secure and happy
- we should treat everyone with consideration
- if bullying happens it will be dealt with quickly and effectively
- it is important to tell someone and equally important that we respond as everyone has the right to be respected and treated with equal consideration.

Bullying of any kind is unacceptable at our school. Bullying taking place outside of school should be reported to the school when it takes place on a pupil's journey to and from school and involves pupils attending the same school. Parents and pupils should seek advice from the many support agencies listed below when bullying takes place outside of school and school journey times or at weekends and during holidays.

What types of bullying are there?

- Emotional (being unfriendly, excluding, tormenting, threatening behaviour)
- Verbal (name calling, sarcasm, spreading rumours, teasing)
- Physical (pushing, kicking, hitting, punching or any use of violence)
- Extortion (demanding money/goods with threats)
- Cyber (all areas of internet, email and internet chatroom misuse.
Mobile threats by text messaging and calls. Misuse of associated technology ie: camera and Video facilities including those on mobile phones.
- Racist (racial taunts, graffiti, gestures)
- Sexual (unwanted physical contact, sexually abusive comments)
- Homophobic (because of, or focussing on the issue of sexuality)

What are the signs and symptoms of bullying?

A person may indicate by signs or behaviours that they are being bullied. Everyone should be aware of these possible signs and should investigate if the person;

- Is frightened of walking to or from school or changes route
- Doesn't want to go on the school / public bus
- Begs to be driven to school
- Changes their usual routine
- Is unwilling to go to school (school phobic)
- Begins to truant
- Becomes withdrawn, anxious or lacking in confidence
- Becomes aggressive, abusive, disruptive or unreasonable
- Starts stammering
- Threatens or attempts suicide
- Threatens or attempts self harm
- Threatens or attempts to run away
- Cries themselves to sleep at night or has nightmares.
- Feels ill in the morning
- Performance in school work begins to drop
- Comes home with clothes torn, property damaged or 'missing'
- Asks for money or starts stealing money
- Has dinner or other monies continually 'lost'
- Has unexplained cuts or bruises
- Comes home 'starving'
- Bullying others
- Changes in eating habits
- Is frightened to say what is wrong
- Afraid to use the internet or mobile phone
- Nervous or jumpy when a cyber message is received
- Gives improbable excuses for their behaviour

What causes Bullying?

People bully for different reasons. The reasons could be:

- to feel powerful
- jealousy
- to feel good about themselves
- to be in control
- because they want something (attention, possession or friends)
- to look good in front of other people
- to feel popular
- because of peer pressure
- to be big/clever
- for fun
- because they are being bullied themselves
- because they see and pick on an easy target (small, won't tell anyone, lonely or different in some way)

How can we prevent Bullying?

At Calverton we have an on-going anti-bullying theme to raise awareness of and encourage children and adults to challenge bullying in a positive manner.

- Parents are invited to workshops to discuss how the school responds to bullying.
- School Council members are actively involved in raising issues through role play and assemblies.
- Parents are invited to join pupils and staff on anti-bullying marches in the local area.
- Surveys conducted to capture views on the how effective the school manages its anti-bullying strategy.
- Pupils are given regular praise of positive and supportive behaviour by all staff.
- Work in school which develops empathy and emotional intelligence through music workshops.
- Any incidents are treated seriously and dealt with immediately.
- Staff are made aware of steps they can take if they feel they are victims of bullying.

Promotion of Anti-Bullying activities

- The school recognises and takes part in national Anti-Bullying month activities as well as dedicating at least two days per term to anti-bullying activities. Pupils engage in a range of activities, including writing poetry, drama, debating, artwork, writing songs and discussions. Children's work is displayed in the school and in the playground as a constant reminder that bullying is not an acceptable form of behaviour. Work displays offers pupils alternative behaviour as well as reminding them how to respond to bullying.
- Members of the School Council are aware of how to respond to pupils who report bullying to them and regularly assist with the promotion of anti-bullying activities.

Anti-bullying and links to other policies

- As set out in the school's **Safeguarding Policy**, the school supports pupils by encouraging self-esteem and self-assertiveness whilst not condoning aggression or bullying. The school's **Behaviour Policy** acknowledges 'that if staff allow or condone bullying, such conduct may be considered under child protection procedures'. When responding to allegations of bullying the school will consider the implementation of the **Race Equality Policy** and whether a breach has occurred.

Creating a safe playground environment

The school is aware that the playground is an area where children may feel vulnerable and at risk of being bullied. Staff are trained to respond appropriately to any child reporting an incident of bullying. Both Key Stage 1 and Key Stage 2 playgrounds display artwork in the form of anti-bullying messages.

Advice to staff receiving a disclosure of bullying

When following up, staff should:

- Listen carefully
- Do not jump to conclusion - be prepared to listen to all concerned
- Find as many witnesses as possible
- Always make sure follow up action is taken

A pupil reporting a bullying incident should never be ignored. Time and space to listen should be given as soon as possible. The person receiving the disclosure has a professional duty to ensure the complaint is investigated and resolved. This will involve conducting initial investigations and making sure the 'victim' knows something is being done. Records of what has been said should be made and passed to staff members who can take further action if necessary. The aim is to ensure that 'victims' feel confident that they are listened to, as well as being supported and that the bullying stops. A log will be kept of all reported bullying incidents showing what follow up action has been taken.

Calverton School will respond promptly and effectively to reported incidents of bullying

PATHWAYS OF HELP

Child is bullied

Step 1a

Parents raise concerns with the school

Step 1b

A pupil personally approaches any member of staff in the school.

Step 2

A member of staff will listen to what is said and ensure the bullied child feels supported.
Complete a bullying incident form.
Information from parent is fed back to Anti-Bullying Lead as early as possible.
Anti-Bullying Lead meets with the pupil to discuss and record the facts.
Anti-Bullying Lead or Learning Mentor investigates further.

Step 3

Discussion/Interview with all parties, including parents, seeking short term mediation to resolve the issue by making the bully see what she/he has done/is doing.

Support strategies employed (1:1 mentoring, anger management, self-esteem sessions, circle time etc.)

If the situation continues

Step 4

Senior Leadership Team informed of situation.
Parents/carers invited for discussion with Head Teacher.
Exploration of the facts and suggested ways forward.
Temporary or Permanent exclusion of wrong doer if necessary.

If continues

Step 5

Headteacher and Chair of Governors inform/seek advice from LA Head of Inclusion services

Taking Action Against Bullying

What can **children** do if they or someone they know is being bullied?

If a child feels that they are being bullied or sees someone else being bullied then there are several things they can do:

- o Tell a friend
- o Tell a School Council representative
- o Tell a member of staff in school - take a friend with you if you want
- o Tell a parent or adult at home whom you feel you can trust
- o Discuss it as part of your Circle Time
- o Don't blame yourself for what is happening
- o Ring Childline and follow the advice given

What can **parents do?**

Parents, who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should follow these actions:

- o Listen to their child with an open mind and try to collect all the facts - is it bullying or friendship problems, which may resolve naturally?
- o Be sensitive to the child's feelings letting them speak for themselves
- o Contact the school as soon as possible
- o Be prepared to work with the school
- o Encourage your child to talk to an adult in school if further incidents occur
- o Support the school's anti-bullying policy
- o Discuss the anti-bullying policy with your child
- o If parents feel their concerns aren't being addressed they should talk to the head teacher

NB - Parents should not:

- o Attempt to sort out the problem themselves by speaking to the alleged bully or their parents
- o Encourage their child to be 'a bully' back

Support Agencies

Anti-bullying Alliance - the alliance brings together over 60 organisations into one network with the aim of reducing bullying. Their website has a parent section with links to recommended organisations who can help with bullying issues

www.anti-bullyingalliance.org.uk

Kidscape

www.kidscape.org.uk

02077303300

Childline - advice and stories from children who have survived bullying

08000 1111

Bullying on line

www.bullying.co.uk

Parentline Plus - advice and links for parents www.parentlineplus.org.uk

08088002222

Parents Against Bullying

01928 576152

Useful sources of information

Stonewall - the gay equality organisation founded in 1989. Founding members include Sir Ian McKellen. www.stonewall.org.uk.

Cyberbullying.org - one of the first websites set up in this area, for young people, providing advice around preventing and taking action against cyberbullying. A Canadian based site www.cyberbullying.org

Chatdanger - a website that informs about the potential dangers online (including bullying), and advice on how to stay safe while chatting www.chatdanger.com

Think U Know - the Child Exploitation and Online Protection Centre (CEOP), has produced a set of resources around internet safety for secondary schools www.thinkuknow.co.uk

Know IT All for Parents - a range of resources for primary and secondary schools by Childnet International. Has a sample family agreement www.childnet-int.org/kia/parents