

Anti-Bullying Policy

Chisenhale Primary School



Learning Together for a Better Future

May 2018

Approved by Governors:

Chisenhale Primary
School

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ANTI-BULLYING POLICY

INTRODUCTION

At Chisenhale we are “learning together for a better future”. Children, families and staff are part of the Chisenhale community and we believe that all children have the right to feel safe in school. We want all children at Chisenhale to feel part of the Chisenhale family and to look after other children in school as part of that family. Everyone at Chisenhale needs to know that bullying is WRONG and will not be tolerated.

Bullying affects everyone, not just the bullies and the victims. It also affects those other children who watch, and less aggressive pupils can be drawn in by group pressure. Bullying is not an inevitable part of school life or a necessary part of growing up, and it rarely sorts itself out. It is clear that certain jokes, insults, intimidating or threatening behaviour, written abuse and violence are to be found in our society. No one person or group, whether staff or pupil, should have to accept this type of behaviour. Only when all issues of bullying are addressed, will a child best be able to benefit from the opportunities available at Chisenhale.

This policy should be read in conjunction with our Behaviour Policy.

WHY IS AN ANTI-BULLYING POLICY NECESSARY?

At Chisenhale we believe that our pupils have the right to learn in a supportive, caring and safe environment without the fear of being bullied. Any school has some pupils with the potential for bullying behaviour. If as a school we are well organised, with a clear behaviour and anti-bullying policy, we can minimise the occurrence of bullying. Bullying affects everyone who witnesses it and can make a safe environment like a school hostile and unwelcoming.

HOW IS THE TOPIC OF ANTI-BULLYING COVERED IN THE SCHOOL

Each year the school takes part in Anti-Bullying Week, which is a national initiative with a different focus each year. In 2016 the focus was on the ‘Power for Good’ and in 2017 the focus was on difference and equality. Anti-Bullying Week is an ideal time to remind everyone about not accepting bullying and to put preventive measures in place to stop bullying; in addition to encouraging all children to accept the inclusion of all children in every aspect of school life.

We have achieved Level 1 Rights Respecting School status and are currently working towards becoming a Level 2 Rights Respecting School. Through our anti-bullying policy we aim to make sure that all children have their right to be safe in school and their right to learn.

Our PSHE curriculum and policy is there to enable children and adults to get along, to resolve conflicts between each other, to understand and respect each other’s differences and to develop successful relationships.

Our SRE policy also looks at the different types of relationships and the way people’s difference should be respected.

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Our Acceptable Use of Digital Technologies Policy addresses cyber bullying.

WHAT IS BULLYING?

Bullying is not the same thing as falling out with friends, or having a fight over football. These things happen sometimes but on their own, they are not bullying.

Bullying is defined by the victim's feelings and it causes harm or upset.

Bullying is **deliberate**: someone means to cause hurt, harm or upset

Bullying is normally, **repeated**: it happens a number of times

Bullying has an imbalance of **power**: one person or group has more power than the other person or group

Bullying can be:

Physical

Pushing, shoving, kicking, hitting, pinching, tripping and other forms of violence or threats.

Taking possessions (stealing).

Making people do things they don't want to do.

Verbal

Name-calling and persistent teasing.

Mocking and laughing.

Taunting and threatening.

Abuse based on difference (or perceived difference).

It may be directed towards many different things including: gender, sexuality (real or perceived), ethnic origin, physical or learning disability, appearance or personality, comments of family members.

Cyber bullying

Nasty or bullying texts or emails.

Abuse on social networking sites. This can be by email, Facebook, Twitter, Instagram, Snapchat, Whatsapp or Skype, for example.

Emotional

Excluding, being mean, tormenting, ridiculing and humiliating.

Setting people up and spreading rumours.

A child can be bullied simply by being excluded from discussions or activities, with those they believe to be their friends.

WHY ARE SOME PEOPLE BULLIED?

- They look like they won't fight back and are gentle and kind.
- They may lack confidence & self-esteem

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- They may lack of social skills
- They are very good at their school work
- They find school work difficult
- They are seen to be different in some way (but it's good to be different - it would be very boring if we were all the same)

No reason at all! No one deserves to be bullied

WHAT CAN YOU DO IF YOU ARE BEING BULLIED?

Tell someone you trust (a parent / carer, a teacher, a friend)

If you feel under threat, always YELL to attract attention, RUN away from danger and TELL an adult immediately.

If you are being threatened for a possession, hand it over. No object, no matter how new or expensive, is more important than your safety.

Remember that your silence is the bully's greatest weapon!

- a) Stand up for yourself, calmly but firmly. Be assertive – shout, “No!”.
- b) Walk confidently away, remembering that **it is not your fault**. Go straight to a teacher or other member of staff.
- c) Tell yourself that you **do not** deserve to be bullied, and that it is **WRONG**!
- d) Be proud of who you are. It is good to be an individual.
- e) Try not to show that you are upset. It is hard but a bully thrives on someone’s fear.
- f) Stay with a group of friends/people. There is safety in numbers.
- h) Fighting back may make things worse. If you decide to fight back, talk to a teacher or parent or carer first – if you fight back, you may get into trouble and it will not help to get the bullying stopped.
- i) Don’t give your personal and online contact details to people you do not trust. Keep any nasty messages or emails as evidence and show them to someone you trust.
- j) It is best to tell an adult you trust straight away. You will get immediate support.

Staff will take children’s concerns seriously and will deal with bullies in a way that will seek to end the bullying and not make things worse.

Don’t be a bystander – if you see bullying happen, TELL someone.

WHAT CAN YOU DO IF YOU KNOW SOMEONE IS BEING BULLIED?

Speak up

- When no one speaks up, bullying behaviour continues

Share the responsibility

- We all play a part in refusing to accept bullying behaviour

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Refuse to join in

- Don't partake in the bullying behaviour. Don't even watch. Refuse to be a bystander.

Get help

- Report bullying behaviour to an adult

Provide support

- Be a friend to the person being bullied.

WHAT CAN PARENTS AND CARERS DO?

- Look for unusual behaviour in your children. For example, they may suddenly not wish to attend school, feel ill regularly, or not complete work to their normal standard.
- Always take an active role in your child's education. Ask how their day has gone, who they have spent their time with, how lunchtime was spent etc.
- If you feel your child may be a victim of bullying behaviour, inform the School IMMEDIATELY. Your complaint will be taken seriously and appropriate action will follow.
- It is important that you advise your child not to fight back. It can make matters worse!
- Tell your own child that there is nothing wrong with him or her. It is not his or her fault that they are being bullied.
- Make sure your child is fully aware of the school policy concerning bullying, and that they will not be afraid to ask for help.

WHAT CAN THE SCHOOL DO TO STOP BULLYING?

- Use any opportunity to discuss aspects of bullying, and the appropriate way to behave towards each other, e.g. the PSHE curriculum.
- Deal quickly, firmly and fairly with any complaints, involving parents where necessary.
- Review the School Policy and its degree of success.
- School Staff will continue to use the behaviour policy consistently
- Not use teaching materials or equipment which give a bad or negative view of any group because of their ethnic origin, sex, religion, sexual orientation etc.
- Encourage pupils to discuss how they get on with other people and to form positive attitudes towards other people. This includes a review of what friendship really is.
- Encourage pupils to treat everyone with respect.
- We will treat bullying as a serious offence and take every possible action to eradicate it from our School.
- Provide additional support to pupils who struggle with social situations, managing their feelings, are dealing with difficult home issues etc.

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HOW CAN OUTSIDE AGENCIES HELP?

Children will be made aware that there are people outside of the school that they can speak to when not in school e.g. Childline www.childline.org.uk , Kidscape <http://www.kidscape.org.uk/> and Digizen <http://www.digizen.org/> These agencies will be advertised around school and promoted during anti bullying week , so that children know that there is always someone that they can trust and talk to about bullying.

WHAT ACTION WILL BE TAKEN WHEN BULLYING IS SUSPECTED?

If bullying is suspected staff will talk to the suspected victim, the suspected bully and any witnesses. If any degree of bullying is identified, the following action will be taken:

Help, support and counselling will be given as is appropriate to both the victims and the bullies:

We support the **victims** in the following ways:

- ✓ by offering them an immediate opportunity to talk about the experience with their class teacher, or another adult if they choose.
- ✓ by providing them with the opportunity to have a restorative conversation with the bully and a supportive adult (see Behaviour Policy for details)
- ✓ by informing the victims' parents or carers.
- ✓ by offering continuing support when they feel they need it.
- ✓ by taking one or more of the disciplinary steps described below to prevent more bullying.

We also discipline, yet try to help the **bullies** in the following ways:

- ✓ by talking about what happened, to discover why they became involved.
- ✓ by providing them with the opportunity to have restorative conversation with the victim and a supportive adult
- ✓ by informing the bullies' parents or carers.
- ✓ by continuing to work with the bullies in order to get rid of prejudiced attitudes as far as possible.
- ✓ by taking one or more of the disciplinary steps described below to prevent more bullying.

DISCIPLINARY STEPS

1. The children will be warned officially to stop offending and may have to miss some playtime or Golden Time.
2. We will inform the bully's (bullies') parents or carers.
3. If they do not stop bullying they may be excluded for a fixed period and should bullying be of the most serious nature and not ceasing then measures towards longer term exclusion will be considered.

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HOW WILL THIS POLICY BE CONSULTED ON, MONITORED AND REVIEWED?

- Parents', children's, staff and governors' views will be sought when making changes to the Anti-Bullying policy. This will be done through, Governors' meetings, School Council, Parent Consultations and staff meetings.
- All instances of bullying will be recorded on CPOMS.
- This policy will be reviewed every 2 years.