

**Date reviewed: September 2019**

## **King's Stanley C of E Primary School Anti-Bullying & Hate Policy**

At King's Stanley Primary School we respect and value all children, and through our school vision '*Where we care about each other and our learning*' and we are committed to creating a friendly, supportive and safe environment. We believe every pupil should be able to participate in all school activities in an enjoyable and safe environment and be protected from harm. This is the responsibility of every adult employed by, or invited to deliver services at the School. We recognise our responsibility to safeguard all who access school and promote the welfare of all our pupils by protecting them from physical, sexual and emotional abuse, neglect and bullying.

### **1 What is bullying?**

Bullying is the use of aggression or intimidation with the intention of hurting or upsetting another person. Bullying involves ***persistent*** targeting of a victim. Bullying results in distress to the victim. Bullying is the recurring and deliberate abuse of power.

Bullying can be:

- **Emotional:** being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- **Physical:** pushing, kicking, hitting, punching or any use of violence
- **Racist:** racial taunts, graffiti, gestures including references to Gypsy, Roma and Traveller
- **Sexual:** unwanted physical contact or sexually abusive comments, name calling due to homophobic, Lesbian, gay bi-sexual and transgender, Verbal name-calling, sarcasm, spreading rumours, teasing
- **Religious/cultural,** religious or cultural taunts, graffiti, gestures including references to specific religious or cultural groups.
- **Cyber:** All areas of internet, such as email & internet chat room misuse threats by text messaging & phone calls Misuse of associated technology , i.e. camera & video facilities

### **2 Objectives of this Policy**

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

### **3. Comparison of bullying behaviour and friendship problems**

We acknowledge that both friendship problems and bullying behaviour can be upsetting and unpleasant but it is important to distinguish between the two, as the responses to friendship problems may be different to the strategies used to address bullying behaviour. Friendship problems may be incidents where both children disagree

and find it difficult to resolve the disagreement without adult help. It may be repeated behaviour and at times may have been accidental. In these instances, both children usually make an effort to resolve the problem and wish to remain friends. However, we recognise that repeated friendship problems can sometimes lead to bullying behaviour.

| <b>RELATIONAL CONFLICT (Friendship problems)</b> | <b>BULLYING</b>            |
|--|----------------------------|
| Equal power                                      | Imbalance of power         |
| Happens occasionally                             | Repeated negative action   |
| Accidental or Deliberate                         | Deliberate                 |
| Remorseful                                       | No remorse                 |
| Effort to solve problem                          | No effort to solve problem |

Friendship and Anti-bullying provision is actively promoted and monitored by all staff and staff are kept up-to date with current practices and resources.

#### **4. Signs and Symptoms**

A child may indicate by signs or behaviour that they are being bullied. Adults should be aware of these possible signs –

- is frightened of walking to or from school
- changes their usual routine
- is unwilling to go to school (school phobic)
- becomes withdrawn, anxious, or lacking in confidence
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or " go missing"
- asks for money or starts stealing money (to pay bully)
- has unexplained cuts or bruises
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber message is received

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

#### **Prevention:**

All staff ensure that children know bullying is wrong. As and when appropriate, staff will use a range of prevention methods to create a culture of mutual support and praise for success, so making bullying less likely. This may include:

- Promoting the school values
- Circle-time work
- SEAL initiative and assemblies on the Golden rules
- Working with the school Family support worker

- Bringing in outside organisations such as Infobuzz, In the net, NSPPC
- Signing home school agreements
- Writing stories or poems or drawing pictures about bullying
- Reading stories about bullying or having them read to a class or assembly
- Making up role-plays
- Having discussions about bullying and why it matters

#### PHSE Curriculum

Friendship and Anti-bullying is a crucial part of our PHSE curriculum and will involve regular sessions related to friendship and bullying. Children are taught to explore some of the ups and downs of relationships, including the positive aspects and benefits of friendships and the negative aspects of relational conflict. This work will be further supported by the Gloucestershire Healthy Living and Learning PinKCurriculum, Anti-Bullying week, Healthy Me Week and assemblies throughout the year.

#### **Procedures:**

Suspected bullying should be reported to a member of staff who may deal with it immediately or refer to a more senior member of staff if appropriate. All bullying incidents will be investigated and action taken. Bullying incidents are recorded by staff on CPOMS.

In cases of bullying, the parents of pupils involved will be informed and will be asked to attend a meeting to discuss what has happened. An attempt will be made to help the bully or bullies change their behaviour. The bully or bullies may be asked to apologise. The victim will be helped to come to terms with what has happened. If possible, the pupils will be reconciled. Actions taken will be reported to the parents of pupils concerned. After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

#### **Monitoring and review**

The policy will be promoted and implemented throughout the school. The Chair of Governors has anti-bullying policy responsibilities. The Head Teacher will report to governors on incidents reported and actions taken. The views of staff, students and parents regarding bullying and the effectiveness of school responses will be sought and assessed through questionnaires and forums.

**All actions carried out in this policy are in line with Child Protection Procedures as laid out in the school's Safeguarding Policy**

Other policies and guidelines which have relevance to the Antibullying and Hate Policy are:

- Safeguarding and Child Protection Policy
- SEN Policy
- SRE Policy
- Whistle Blowing
- Positive Physical Handling
- Safer Working Practices for staff and volunteers
- Code of conduct for ICT (Acceptable Users Policy)
- First Aid and Medications in school

Anti-Bullying Policy

- Health and Safety
- Attendance
- Child in Care
- Intimate Care
- Behaviour and Discipline

Signed.....

Date.....

Review date.....