



## Anti-Bullying Policy

At West Blatchington Primary School we are committed to safeguarding children and staff. The aim of our anti-bullying policy is to ensure that everyone can learn and work in a supportive, caring and safe environment without the fear of being bullied. Bullying will not be tolerated at West Blatchington Primary School.

### What is Bullying?

Bullying is **repeated** unkind behaviour

Bullying can be:

- Emotional-being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical- pushing, kicking, hitting, punching or any use of violence
- Racial- racial taunts, graffiti, gestures
- Gender- stereotyping and derogatory language (like a girl, man up etc)
- Homophobic- because of, or focusing on, the issue of sexuality
- Verbal- name-calling, sarcasm, spreading rumours, teasing
- Cyber- all areas of internet , such as email & internet chat room misuse, For example:  
facebook, twitter, Instagram, snapchat and BUMBLE  
Mobile threats by text/picture messaging & calls  
Misuse of associated technology , i.e. iPad, camera & video facilities
- Religious- religious taunts, graffiti, gestures
- Disability- taunts, graffiti, gestures and language
- Family circumstance- unacceptance of different types of families, taunts, graffiti, gestures and language

### Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

We all have a responsibility to respond promptly and effectively to issues of bullying and repair relationships.

### Objectives of this Policy

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors, 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.

### **Signs and Symptoms**

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

- is frightened of walking to or from school
- 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
- starts stammering
- Attempts or engages in self harming or uses language associated with it
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- A decline in the quality of 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 dinner or other monies continually "lost"
- 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 other problems, but bullying should be considered a possibility and should be investigated.**

### **Procedures for staff**

#### **1. Treatment**

In dealing with bullying staff should:

- ◆ Use restorative justice
- ◆ Make sure it is bullying and not relational conflict
- ◆ Never ignore suspected bullying
- ◆ take the incident or report seriously
- ◆ take action as quickly as possible
- ◆ reassure the victim(s)
- ◆ offer concrete help, advice and support to the victim(s)
- ◆ talk incidents through with bully to find out what the behaviour is communicating
- ◆ encourage the bully to see the victim's point of view.

1. Bullying must be investigated and the behaviour stopped quickly.
2. Suspected cases of bullying must be reported immediately to the learning mentor or a member of the SLT. After investigation, all proven cases are reported on the LA incident form and recorded on the school's system. At the end of each term a report detailing any bullying incidents is submitted to the LA and Governors.
3. Parents of the victim and those of the bully are asked to attend a meeting to discuss the behaviours and ways to repair.

## **2. Consequences**

We consider the consequences carefully and always explain clearly why a sanction is being given.

A sanction will be determined by SLT following discussion with the learning mentor and in line with the school behaviour policy. It may consist of one or more of the following.

- ◆ Sessions with the learning mentor (restorative justice)
- ◆ Conversation with the Deputy head teacher or Head teacher
- ◆ Exclusion from the playground
- ◆ Exclusion at lunchtimes
- ◆ Internal exclusion
- ◆ Managed move
- ◆ In all proven cases parents of the victim and the bully will be informed

### **Procedures for pupils**

1. All pupils must be clear about the definition of bullying, and the term “bully” must not be used in general terms to describe “relational conflict”
2. Pupils need to be encouraged to report bullying incidents to staff.
3. Children can use:
  - Learning mentor drop ins sign-up sheet
  - Voice box
  - Talk to a trusted adult/friend

### **Outcomes for pupils**

1. Follow procedure for restorative justice
2. The bully (bullies) will be asked to make reparation to repair the damage to relationships. Other consequences may take place e.g. withdrawal from playtime; withdrawal from representing the school on trips; referral to senior leadership team.
3. The bully will be spoken to in private during one to one sessions to discuss ways forward.
4. After the incident(s) have been investigated and addressed, each case will be monitored closely to ensure repeated bullying does not take place. Parents are kept informed.
5. All members of staff are made aware of bullying behaviour.

## **Prevention**

### **1. Break and lunch times**

We carefully monitor playground behaviour and intervene positively when appropriate. Zoned areas are organised at break and lunch times with adults supervising and modelling different activities to encourage positive play.

### **2. In the curriculum.**

Throughout the curriculum children are expected to take responsibility for their choices. Opportunities for SMSC are planned across all subjects. Messages about acceptable behaviour are intrinsic throughout the teachings over the school day further to that specific skills knowledge and understanding around bullying behaviour and relationships are targeted in Personal, Social and Health Education. These lessons encourage pupils to reflect on behaviour and the impact that individuals can have on each other. Teachers also use other resources that have been developed to help pupils in their emotional management including SEAL materials.

Assemblies are used to reinforce key messages, such as Early Warning Signs – identifying the characteristics of key emotions e.g. anger, worry, sadness. All staff promote values that reflect the school's ethos and vision statement.

During national Anti Bullying week we hold a Relating week. During this time each class carries out different activities. These include defining bullying, participants roles with emphasis on prevention and reparation. We also carry out activities relating to friendship including how to be a good friend and why this is important.

### **3. Other methods of prevention**

- writing a set of school values, 'Value of the month'
- School vision
- Learning heroes
- writing a set of classroom values
- kindness box to celebrate positive choices
- Star of the week to reinforce positive choices
- School council- writing child friendly anti bullying policy

## **Guidance for Parents**

- ◆ Check all the facts – is it bullying or friendship problems which may be resolved naturally or with support?
- ◆ Try not to overreact
- ◆ Listen to your child
- ◆ Show sympathy but try not to dwell on the situation
- ◆ Encourage your child to tell a member of staff.
- ◆ If the situation is serious, contact the school immediately.

## **Bullying of Staff**

Any staff who feel that they are being bullied should keep a detailed record of any incidences and report to them to their line manager. If they feel that this is inappropriate they should report to the

Head Teacher or Chair of Governors. Any staff that are found to have bullying behaviour will be subject to disciplinary action.

**Useful Resources:**

[www.kidscape.org.uk](http://www.kidscape.org.uk) (Parents Bullying helpline)

[www.bullying.co.uk](http://www.bullying.co.uk) (UK anti-bullying charity)

Childline 0800 1111

*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.*