



Palmers Cross Primary School

Anti-Bullying Policy

Reviewed by: L. Dollery June 2015

Anti-Bullying Policy Statement

Legal Guidelines

Palmers Cross has a duty under Section 89 of the Education and Inspections Act 2006 to provide measures to encourage good behaviour and prevent all forms of bullying amongst pupils. This policy should be read in conjunction with the school's behaviour policy.

The Equality Act 2010 replaces previous anti-discrimination laws with a single Act. A key provision is a new public sector Equality Duty, which came into force on 5 April 2011. It replaces the three previous public sector equality duties for race, disability and gender, and covers age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation. The Duty has three aims: Eliminate unlawful discrimination, advance equality of opportunity and foster good relations. Palmers Cross is required to comply with the new Equality Duty. Part 6 of the Act makes it unlawful for the responsible body of a school to discriminate against, harass or victimise a pupil or potential pupil in relation to admissions, the way it provides education for pupils, provision of pupil access to any benefit, facility or service, or by excluding a pupil or subjecting them to any other detriment. This policy should be read in conjunction with the school's Single Equality Policy.

Under the Children Act 1989 a bullying incident should be addressed as a child protection concern when there is 'reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm'. Where this is the case, the school staff should report their concerns. Even where safeguarding is not considered to be an issue, schools may need to draw on a range of external services to support the pupil who is experiencing bullying, or to tackle any underlying issue which has contributed to a child engaging in bullying. This policy should be read in conjunction with the school's safeguarding policy.

Palmers Cross School vision:

Pupils:

- Are happy and secure in school and in their learning.
- Feel valued and develop as independent learners.
- Behave well, are respectful and polite and take responsibility for their actions.
- Enjoy their learning and are well motivated to fully achieve their potential whatever their background and ability.
- Are kind and caring towards each other, taking pride in their own heritage and cultural tradition whilst being understanding and tolerant of others.
- Become technologically confident and cope in an increasingly sophisticated world.
- Are hard working and well motivated looking at ways to improve their own

- performance.
- Develop their self-esteem and take pleasure in the success of others.

Palmers Cross is opposed to bullying and will not tolerate it. It is entirely contrary to the values and principles we work and live by. All members of the school community have a right to work in a secure and caring environment. They also have a responsibility to contribute, in whatever way they can, to the protection and maintenance of such an environment.

Bullying

Definitions of Bullying

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim. Bullying is not a one-off incident
Several Times On Purpose.

Bullying can be:

- Emotional - being unfriendly, excluding, tormenting
(E.g. hiding books, threatening gestures)
- Physical - pushing, kicking, hitting, punching, mobbing or any use of violence
- Sexual - unwanted physical contact or sexually abusive comments
- Verbal - name-calling, sarcasm, spreading rumours, teasing
- Cyber – text or internet

Bullying is not easy to define. Sometimes it involves hitting or kicking. But threats, teasing and taunting are more common and often more damaging.

The word bullying is used to describe many different types of behaviour ranging from teasing or deliberately leaving an individual out of a social gathering or ignoring them, to serious assaults and abuse. Sometimes it is an individual who is doing the bullying and sometimes it is a group.

Children have described bullying as:

- Being called names
- Being teased
- Being pushed or pulled about
- Having your bag and belongings thrown around
- Having rumours spread about you
- Being ignored and left out
- Being forced to hand over money
- Being attacked because of your religion or colour

The important thing is not the action but the effect on the victim. No one should ever underestimate the fear that a bullied child feels.

Bullying can take many forms (for instance, cyber-bullying via text messages or the internet), and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, or because a child is adopted or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences. Stopping violence and ensuring immediate physical safety is obviously a school's first priority but emotional bullying can be more damaging than physical; teachers and schools have to make their own judgements about each specific case.

Aims of policy:

The purpose of this anti-bullying policy is to:

- Clarify the requirements and responsibilities of the school.
- Reinforce and safeguard the pupils of our school.
- Raise awareness of staff to identify signs of bullying including e-safety and poor attendance (see policies)
- Give guidance on preventing and dealing with bullying.
- Ensure that the response to incidents is well managed and consistent throughout the school community.
- Ensures that the response to incidents complements the values and ethos of the school.

The policy applies to all staff and pupils.

Consultation:

Curriculum – PSHE/SMSC curriculum ensures coverage of anti bullying objectives through topics and assemblies. The school also takes part in Anti- bullying week.

School Council – Represents and reports the voice of the pupils, gives a voice to the pupils and supports the work of the school.

The role of Staff: Prevention of Bullying

As a school we adopt a pro-active approach to bullying. Through assemblies, the school's rules, and recognising and modelling positive behaviour we are committed to ensuring that the school community work together to create a happy, safe, caring and stimulating learning environment. The whole school staff promotes positive relationships by acting as good role models and good working relationships. We continually reinforce the importance of treating others well rather than simply reacting to incidents when they occur. We raise awareness of bullying through the school curriculum, particularly PSHE/SMSC, and ensure children have the opportunity to talk about bullying through circle time.

Dealing with Bullying if it occurs – Guidance for children:

Remember - we can all make a difference.

If someone you know is being bullied:

- Don't rush over and take the bully on – you don't want other people to think you are a bully!
- Let a teacher or adult know what's happening
- Try to be a friend to the person being bullied
- Refuse to join in
- **Ask for help**

If you are being bullied;

- Always remember if you are being bullied you **can** do something about it
- Remember it is not your fault
- **TELL, TELL, TELL!**
- Practice what you want to say
- Write down what is happening
- Don't give up
- Ask your parents to visit the school
- Talk over what to do with a friend, a teacher, mum, dad, guardian, or someone you trust
- Tell a School Councillor
- Remember, adults in school listen carefully to children when they tell us they are being bullied

Dealing with Bullying: Guidance for Staff

At Palmers Cross Primary School we believe that Bullying is unacceptable. All such incidents are dealt with appropriately by staff and in line with the school Behaviour Policy. All staff need to be alert to bullying both inside and outside the classroom. It is the responsibility of everyone to report acts of bullying as soon as they arise. This is a telling school. To be seen to act is as important as taking action. Silence and secrecy nurture bullying.

If you come across bullying what should you do?

- Remain calm, you are in charge. Reacting emotionally may add to the bully's fun and give the bully control of the situation
- Ensure the victim is safe and being cared for
- Take the incident seriously
- Take action as quickly as possible
- Think hard about whether your action needs to be private or public, who are the pupils' involved?

- Reassure the victim; don't make them feel inadequate or foolish
- Offer concrete help, advice and support to the victim(s)
- Make it plain to the bully that you disapprove.
- Encourage the bully to see the victim's point of view.
- Punish the bully if you have to, but be careful HOW you do this. Reacting aggressively or punitively gives the message that it is right to bully, if you have the power.
- Explain clearly the punishment and why it is being given.
 - Follow the school behaviour policy (see policy)
 - Remember incidents of violence and racial or homophobic bullying will automatically be referred to the HT/DT and parents informed

School Governors:

The governors as part of their general responsibilities for the development of the school have a key role in the development of the anti-bullying policy. Governors review the policy and curriculum associated with anti-bullying and the promotion of good behaviour for the school. Governors would be notified and involved in disciplinary procedures following a serious incident.

Parents/Carers:

The school encourages parents/carers in the development and review of its policies and curriculum through regular parent meetings and questionnaires. Parents/Carers also have an important role to play in supporting their child and the school in their policy for preventing and dealing with bullying. Parents/Carers should contact the school with any concerns that would be dealt with accordingly.

Palmers Preventions /Interventions/support:

As a school we promote the prevention, intervention and support systems within the area of bullying through:

- Positive relationships throughout school - staff and pupils as role models
- Activities that help understand bullying behaviour.
- PSHE/SMSC curriculum
- Peer support systems – playground buddies
- School Council - A voice through peer representation
- Circle Time
- Activity Clubs
- Assemblies
- Support groups

Whole school support:

Anti-bullying support is available from:

Karen Esson, Wolverhampton City Council Anti Bullying Co-ordinator, Telephone: 01902 555250.

Staff Training:

Anti-bullying policy is available to all staff.

Staff deliver PSHE/SMSC objectives– including Anti-bullying week focus.

Staff are aware and understand the procedures involved in dealing with bullying and preventative focus the school take.

Anti Bullying/Harassment Policy for School based employees

This policy should be read in conjunction with the Wolverhampton City Council Grey Book which details the Anti Bullying/Harassment Policy for School based employees

Monitoring and Evaluation:

Development of policy – Summer 2015

The policy will be shared with school staff and training updated where necessary.

A reference copy of the policy will be located in the Head of Schools office.

The policy, interventions, preventions and support will be monitored and assessed by the Head Teacher, PSHE co-ordinator and class teachers.

From this monitoring/review, evaluations will be made and proceeding that any alterations necessary will be made and shared with staff/governors.