

Policy Name:	Anti-Bullying Policy
Date Adopted By Governing Body:	Summer Term 2020 Reviewed Summer Term 2023 Reviewed Summer Term 2026
Review Cycle:	3-years
Next Review Date:	Summer Term 2029
Notes	

This policy was developed and implemented in consultation with the whole school community including pupils, parents/carers, staff, governors and partner agencies. It was written with reference to the Equality Act 2010 which prohibits discrimination on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex, sexual orientation.

SCHOOL VISION:

To be a beacon of educational excellence that nurtures and supports our children academically, socially, physically and emotionally. Our goal is for every child to become a confident, caring and healthy individual who aspires to excellence in everything they do and who recognises and embraces diversity in all its forms.

Statement of Intent

At Greatham Primary School, we believe in the importance of learning kindness and respect to others and, from the start of the Reception Year, how our actions have consequences for others. We know from our experience that the impact of technology on our lives and other external influences, such as stereotyping and negative attitudes to a group, may impact on our thoughts. For this reason, we use our behaviour policy and our PSHE times, as well as assemblies, to teach that we must all respect each other.

As an ***Attachment Aware and Trauma Informed School***, we are committed to providing a supportive, caring and safe environment in which all children are free from the fear of being bullied. We are also committed to providing an environment in which everyone feels valued and no one feels the need to bully. As a school we take bullying and its impact seriously. Bullying of any form is not tolerated in our school, whether carried out by a child or an adult.

At Greatham Primary School we promote behaviour and values that reject bullying behaviour. We recognise that:

- Bullying causes real distress and affects a person's development
- In some instances, bullying can cause significant harm
- All people, regardless of age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, have the right to equal protection from all types of harm or abuse
- Everyone has a role to play in preventing all forms of bullying (including online) and putting a stop to bullying.

We have high expectations of behaviour and we consistently challenge any behaviour that falls below this. We believe that children and young people have the right to be protected, supported and respected. Bullying is a violation of rights set out in the UN Convention on the Rights of the Child, notably Articles 3, 12, 13, 19, 28, 29, 39.

Anyone who knows or suspects that bullying is happening has a duty to speak out.

What is bullying?

The repetitive, intention hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological. It can happen face-to-face or online.

The Anti Bullying Alliance

Bullying impacts on a person's sense of physical and emotional safety, their capacity to feel in control of their life and their ability to respond effectively to the situation they are in. Bullying behaviour can cause people to feel hurt, threatened, frightened and left out.

As a school we are committed to teaching children to develop empathy and skills to manage relationships in a peaceful way that does not harm others. Our core value of CARE is instrumental in teaching children how to look after themselves and one another. We recognise that conflict arises throughout our lives. We therefore know that most children and young people will experience conflict in their relationships with others and want to prepare them to manage this effectively.

Why is it important to respond to bullying?

There is considerable evidence to show that bullying has both short term and longer-term impact on pupils. Bullying impacts on pupils' wellbeing, can impact on attendance and become a significant barrier to learning. Bullying is associated with lower levels of school engagement and achievement both in primary and secondary schools and can lead to mental health concerns such as anxiety and depression.

Therefore, when suspected bullying is reported, the incident will be responded to swiftly by the member of staff informed and then discussed with a member of the senior leadership team. Those involved will always be dealt with sensitively.

Labelling children and young people as 'bullies' or 'victims' or 'perpetrators' can be disempowering, or confer status, and are unhelpful in supporting them to change their behaviour or to recover from the impacts of bullying. When adults can maintain focus on the behaviour itself and the impact it has had, rather than simply applying 'labels', it may help young people to understand what they did, why it was wrong and what is expected from them instead. This allows space to be clear that the behaviour needs to change and to reinforce the behaviour you would like to see instead. This brings clarity and starts to build relationship with the young person, making it easier to address negative behaviour and, importantly, reward positive behaviour.

Bullying is unacceptable. Our school will respond promptly and effectively to reported incidents of bullying.

In our school community:

- Everybody has the right to be treated with respect.
- Everybody has the right to feel happy and safe and to be free from prejudice and discrimination.
- Everybody is valued.
- No one deserves to be a target of bullying.

- Any person who bullies will be taught different ways of behaving and will be helped to do so.

Research has shown that some groups of pupils are particularly vulnerable to bullying these include pupils with SEND, looked after children, pupils from minority ethnic groups or faiths, young carers, LGBT pupils and those perceived to be LGBT.

Types of bullying behaviour

Bullying can take many forms:

- Emotional - being unfriendly, excluding, intentional exclusion, tormenting, threatening behaviour
- Verbal - name calling, sarcasm, spreading rumours, teasing, use of derogatory language
- Physical - pushing, kicking, hitting, punching or any use of violence
- Extortion - demanding money/goods with threats
- Online – use of social media, messaging and calls. Misuse of associated technology e.g photos and videos.
- Racist - racial taunts, graffiti, gestures
- Sexual - unwanted physical contact, sexually abusive comments –
- Homophobic or biphobic - bullying because of sexuality or perceived sexuality
- Transphobic – because of gender identity or perceived gender identity
- Indirect – exclusion

Preventing Bullying

Prevention is the most effective intervention when it comes to bullying and is supported by the creation of inclusive learning environments.

We foster a clear understanding that bullying, in any form, is unacceptable. We believe that preventing bullying is the responsibility of our whole school community and when there are incidents of bullying we will work together to deal with the situation and to learn from what has happened. We nurture and support our children academically, socially and emotionally so that they can become confident, caring and aspiring individuals who do not need or want to bully others.

In our school we do this by:

Ensuring that care underpins our ethos and actions with consequent positive relationships.

Celebrating individuality, diversity and togetherness. Promoting diversity and celebrating similarity and difference.

Creating a safe and happy environment, where children feel their concerns are taken seriously.

Using assemblies and circle time in class to ensure that pupils understand the differences between relational conflicts and bullying.

Delivering a curriculum that develops empathy, social skills, emotional understanding and the ability to manage situations effectively.

Recognising safeguarding concerns and reporting them to Designated Safeguarding Lead.

Providing assurances to children that concerns have been listened to and investigative action will be taken.

Sending a clear message that bullying is unacceptable and carries heavy consequences.

Working with all involved in an incident to find solutions; identifying the most effective way of preventing re-occurrence e.g. PSHE, training etc.

Raising awareness of online bullying through regular e-safety lessons.

Working with individuals and groups of pupils where required to support understanding and development of social skills e.g. social skills groups, ELSA (Emotional Literacy Support Assistant).

Ensuring playground and midday staff are trained and we have a range of activities at lunchtime to promote positive play.

Offering training to all school staff around bullying, including specific guidance on those groups who are most likely to be bullied.

Reporting bullying

In our school pupils are encouraged to talk to staff when they are unhappy or have concerns. Pupils in our school understand that they have a right to feel and be safe and a responsibility to support others to feel and be safe.

Pupils are taught that it is important to talk to a trusted adult if they believe bullying is taking place. They are encouraged to report possible incidences of bullying to:

- A trusted adult
- Their class teacher/TA
- The Headteacher

In addition, each class has a 'worry box' where children can report their concerns if they do not feel confident speaking to an adult. There is also a central worry box so that children can raise concerns without peers seeing. These boxes are checked regularly by school staff. When pupils report their concerns our staff are trained to LISTEN and to BELIEVE. We involve children as far as possible in finding solutions.

Parents should also report any concerns that they have with their child's class teacher or a member of the senior leadership team.

Responding to possible cases of bullying

- Inform parents of all parties that a suggestion of bullying has been made and will be investigated.

- Ensure that all parties potentially involved are safe from risk.
- Meet with all parties involved individually and use the information gained to record the incident on the Hampshire Bullying and Racist Incident Recording Form.
- Reflect on the incident and monitor interactions between all parties to support a decision on whether bullying has taken place. Update children and families.
- Work with all parties to support a safe and balanced relationship to be re-established. Involve children in finding solutions.
- Offer support to the victim as required.
- Deliver re-education as well as consequences to anyone who is found to be bullying.
- Continue to monitor and review all bullying incidents to determine any patterns or trends that may require further action.
- Ensure that regular check-ins take place with all parties to ensure that bullying has stopped and they feel safe and happy.
- If it is agreed that bullying has taken place then this must be reported to Hampshire County Council via the Prejudicial Language and Bullying Proforma.

Procedures for parents:

If a parent has any concerns about their child they should speak to the class teacher immediately. If a parent thinks bullying is the issue, the matter will be referred to a member of the senior leadership team. School leaders are always informed of any bullying concerns and monitor the situation carefully.

If a parent feels unable to talk to the class teacher, they can make an appointment to speak directly with a senior leader.

The school will work with both the child and the parents to ensure that any bullying is stopped and that support is given where needed.

Parents should not confront anyone who they believe to be bullying or their parents. This can complicate the situation and distress the pupil.

The school will deal directly with all children involved and their parents directly. Parents will be kept informed of any actions the school is taking.

If parents feel that their concern has not been dealt with appropriately they should follow the schools complaints policy.

USEFUL INFORMATION FOR PARENTS

Bullying

Are you worried that your child is being bullied?

Is your child bullying others?

Advice and information for parents about bullying

Hampshire County Council

<https://documents.hants.gov.uk/childrens-services/bullying-2.pdf>

Signs that someone may be bullying your child

- Not wanting to go to school or leave the house on their own
- Coming home with cuts, bruises or torn clothes
- Possessions or dinner money being regularly 'lost'
- Falling out with friends
- Aggressive behaviour towards brothers and sisters
- Not doing well at school
- Low self-esteem and lack of confidence

What you can do if you think your child is being bullied

- Gently encourage your child to talk, even if they become upset
- Stay calm and listen – this will reassure your child
- Focus on facts – what, where, who and how often
- Ask how they felt
- Show you take it seriously
- Make clear it is not their fault
- Tell your child you want to help, but be guided by them in deciding what to do
- If they won't talk with you, suggest they speak to someone else in confidence, such as Childline
- Discuss who you should share this information with
- Encourage your child to deal with bullying
- Stay around friends to avoid being alone
- Keep away from people that intimidate them

- Ignore comments or funny looks and walking away
- Be confident but not retaliating aggressively
- Keep a diary of incidents – who, what, when and where Letting you or another adult know
- Help your child feel happier
- Encourage them to focus on the good parts of their life and to value existing friends
- Help them find leisure activities to boost their confidence and find new friends
- Let them know you love them and want to help them and that the bullying is not their fault
- Let the school know straight away. Arrange to meet a member of staff. Talk to staff calmly.
- Report exactly what happened, how many times, when, where, and who was involved. If your child has kept a diary of events, take it with you.
- Knowing that you and the school understand the problems and are working together will help your child feel safe.
- Be positive and let your child know that things will get better by working with the school.
- Understand that schools cannot share confidential information about other children.
- Agree ways to improve things rather than finding someone to blame.
- If, after a reasonable amount of time, you feel the bullying is not being dealt with, ask the school for its complaints procedure.

If your child is being bullied on the way to or from school

- Listen to your child and find out what they want to happen
- Explain that you can let the school know what is happening
- Discuss the issue with a member of school staff
- Find out about the school's anti-bullying policy and how such issues will be prevented and dealt with
- Help your child find others with whom to travel to or from school
- Help your child find a comfortable way to respond assertively (as opposed to passively or aggressively)
- If your child is being bullied outside school
- If your child is being bullied at a club or an organised event, talk to the organiser

If it's happening in the local community, such as in the park or shopping centre, report it to Hampshire police on: 0845 045 45 45

Community Safety Teams based in Basingstoke and Deane, Gosport, Havant and the New Forest can help to deal with anti-social behaviour and look at the underlying issues – call 0845 6001747

If there's a serious physical assault that needs immediate action, call the police on 999

See [Gov.uk](https://www.gov.uk) for further information about bullying outside of school.