

EASTWAY PRIMARY SCHOOL



Anti-Bullying Policy

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Approved by Governors:
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By: EMorris

Rationale

Bullying will not be tolerated at Eastway Primary School.

At Eastway Primary School we believe that every child has the right to feel safe, happy, respected, listened to and valued whilst in school.

As a school we have a zero tolerance approach to bullying, use of derogatory language and any form of discrimination.

Incidents will be dealt with professionally and effectively communicated to all involved. Eastway Primary School are continuously raising the anti-bullying profile to ensure all our pupils enjoy their journey through school.

We are a fully inclusive school and promote acceptance and kindness. We teach children about protected characteristics, diversity, equality and inclusion in an age appropriate way.

‘We all have the right to feel safe all of the time. If we have the right, then we also have the responsibility to remember others have the same right as us to feel safe’ - Wirral Protective Behaviours Network

Aims

This policy seeks to:

- Identify the roles and responsibilities of members of the school community in relation to raising awareness and promoting anti-bullying behaviour.
- Identify the roles and responsibilities of members of the school community in relation to raising awareness of diversity, equality and inclusion.
- Identify the roles and responsibilities of members of the school community in relation to be an up stander not a by stander.
- Identify and agree what staff and children consider to be bullying behaviour.
- Raise awareness of Anti-bullying, derogatory language and discrimination within our school community.

Definition of Bullying

“Bullying is repetitively acting in ways that hurt other people”

-Our definition of bullying

Forms of Bullying

- **Cyber-bullying**
Bullying someone online or through mobile phone etc.
- **Physical**
Punching, hitting or physically hurting someone
- **Verbal**
Being mean about somebody by calling them names
- **Social**
Leaving people out, not being friendly and spreading rumours
- **Derogatory**
Bullying somebody through disrespect or being critical of their protected characteristic

- **Discrimination**
Bullying somebody because of their protected characteristic

This policy is based on:

- The maintenance, encouragement and promotion of anti-bullying behaviour.
- A firm, consistent, proactive approach by **all staff**.
- An ethos of care and recognition of individual needs.
- Involving children and encouraging them to take responsibility for their actions.
- Ensuring children have the opportunity to make amends and redeem themselves.
- Involving parents/carers, where appropriate.
- All staff challenging derogatory language.
- All staff promoting diversity, equality and inclusion.
- Direct teaching of protected characteristics.

Expectations

Every child at Eastway School has the right to learn free from the fear of bullying, whatever form that bullying may take. Everybody involved in a child's education needs to work together to ensure this is the case.

We expect all children to:

- Follow the school Code of Conduct
- To be respectful to each other
- To be responsible for their words and actions
- Not to use derogatory language
- Not to be a bystander but to be an up stander and stop bullying by reporting issues to appropriate people
- Treat everybody with respect regardless of any protected characteristic

Strategies

To help children meet our expectations we have introduced a **Pupil Anti-Bullying Policy**.

- Whole school assembly and Anti-bullying week
- Kindness Champions from Year 3, Year 4, Year 5 and Year 6
- Wall displays and posters that promote Anti-bullying and challenge derogatory language and behaviours
- Anti-Bullying Charter for school
- Pupil Anti Bullying Policy written by the Kindness Ambassadors
- Year group Anti bullying agreement written as a class and displayed in classroom
- Anti-Bullying information sent out to parents.
- Work with outside agencies.

Links with other School Policies.

- Safeguarding Policy

- RSE Policy
- PSHE Policy
- Behaviour Regulation Policy
- Equality Policy

Participation and Consultation Process

- Awareness raising programmes
- Surveys/questionnaires distributed to governors, parents, pupils and whole school staff.
- Obtaining the views of elected student representatives e.g. School Council
- Seeking the views of parents and carers at information evenings.
- Monitoring evaluation and review.

The Responsibilities of Staff

Our staff will:

- Foster in our pupils self-esteem, self-respect and respect for others
- Promote our Code of Conduct.
- Demonstrate by example the high standards of personal and social behaviour we expect of our pupils.
- Discuss bullying with all classes, so that every pupil learns about the damage it causes to both the child who is bullied and to the bully and the importance of telling a trusted adult about bullying when it happens.
- Be alert to signs of distress and other possible indications of bullying.
- Listen to children who have been bullied, take what they say seriously and act to support and protect them.
- Report suspected cases of bullying to class teachers, Parent Support and Well being Co-ordinator and senior staff.
- Follow up any complaint by a parent about bullying, and report back promptly and fully on the action that has been taken.
- Deal with observed instances of bullying promptly and effectively, in accordance with agreed procedures.

The Responsibilities of Pupils

We expect our pupils to:

- Refrain from becoming involved in any kind of bullying, even at the risk of incurring temporary unpopularity.
- Intervene to protect the pupil who is being bullied, unless it is unsafe to do so.
- Report to a member of staff any witnessed or suspected instances of bullying, to dispel any climate of secrecy and help to prevent further instances.

Anyone who becomes the target of bullies should:

- Not suffer in silence, but have the courage to speak out, to put an end to their own suffering and that of other potential targets.

The Responsibilities of Parents and Carers

We ask our parents to support their children and the school by:

- Watching for signs of distress or unusual behaviour in their children, which might be evidence of bullying.
- Advising their children to report any bullying to class teachers, Parent Support and Well being Co-ordinator and senior staff.
- Explain the implications of allowing the bullying to continue unchecked, for themselves and for other pupils.
- Advising their children not to retaliate violently to any forms of bullying.
- Being sympathetic and supportive towards their children, and reassuring them that appropriate action will be taken;
- Keep a written record of any reported instances of bullying
- Informing the school of any suspected bullying, even if their children are not involved.
- Co-operating with the school, if their children are accused of bullying, try to ascertain the truth and point out the implications.

Referral to Key Stage Leader/DHT/AHT

Children who have broken the agreed Eastway Pupil Anti Bullying Policy will be referred to the Key Stage leader/SLT.

Such behaviour might include:

- Being involved in systematic bullying
- Being offensive to another child
- Fighting or physically hurting another child intentionally
- Verbally abusing another child or adult, including racist, sexist and homophobic remarks

In the case of a major incident, the member of staff who has reported the behaviour must record the offence on CPOMS within 24 hours but should be verbally passed to the Senior Leadership team immediately to action.

The Key Stage leader/DHT/AHT will investigate and decide on an appropriate course of action which might include:

- Missing break/lunch time
- Contacting parents/carers
- Reflection Time
- Restorative Conversations
- Referral to the Headteacher

Referral to Headteacher

The Headteacher will investigate and decide on an appropriate course of action. At all times parents will be kept informed and involved. External support will be sought and agencies informed as appropriate.

If a system of support or sanctions are not effective and the child continues to disturb the safety and education of others, then the Headteacher may begin a process of:

1. Suspension
2. Permanent Exclusion

The process will follow statutory guidance on school exclusions.

THE SCHOOL PROCEDURES:

The school will:

- Complete an alleged bullying incident form on CPOMs.
- Establish if actions are Several Times On Purpose and therefore bullying or a one off serious incident of bullying.
- Take all bullying reports seriously.
- Investigate all incidents thoroughly.
- Ensure appropriate actions are taken (see behaviour policy also)
- Keep a written record of the incident, investigation and outcome (including sanctions)
- Monitor behaviour regularly.
- Inform parents of concerns.
- Provide relevant support to the victim, bully and family if necessary.
- Participate in National Anti-Bullying Week
- Obtain the views of the children through School Council
- Monitor and review the policy

WHAT WILL THE SCHOOL DO FOR THE VICTIM?

The school will:

- Reassure the victim that the bullying will stop and that telling does not rebound on the victim.
- Support the victim by listening and by encouraging them to talk about their experience.
- Encourage the victim to accept the bully's apology if appropriate.
- Tell the victim who to turn to should any further problems arise.
- Involve school Family Support Worker if appropriate.
- Monitor to ensure bullying does not continue.

WHAT WILL THE SCHOOL DO FOR THE BULLY?

The school will:

- Talk to the bully/bullies to get the bullying stopped.
- Try to find out why the bullying is happening.
- Involve school Family Support worker if appropriate
- Try to solve the problem between the bully/bullies and the victim.
- Tell the bully how the victim is feeling.
- Help the bully to accept responsibility for his/her actions.
- Help the bully to change his/her behaviour by keeping in contact with them.
- Do everything it can to help a bully who admits he/she has a problem.
- If appropriate bring the victim and bully together, with an adult present, for the bully to apologise to the victim.
- Ensure appropriate sanctions are given (see behaviour policy)
- Monitor behaviour to ensure it does not continue.
- If necessary, the child will report to the Headteacher's office at the beginning and end of each day and will be collected by the parents/carers.

The ultimate sanction is exclusion from school. As a school we have a responsibility before resorting to this, to do everything reasonably possible to effect a change in the behaviour of the bullying child, so that they can ultimately live in an adult world showing empathy to other people.

TACKLING CYBERBULLYING

Mobile, Internet and wireless technologies have increased the pace of communication and brought benefits to users worldwide; but their popularity provides increasing opportunities for misuse through 'cyberbullying'. School staff, young people and parents have to be constantly vigilant and work together to prevent this form of bullying and tackle it whenever it occurs.

What is cyberbullying?

Research commissioned by the Anti-Bullying Alliance from Goldsmiths College, University of London, identifies the following categories of cyberbullying:

- ♣ Text message bullying
- ♣ Picture/video clip bullying
- ♣ Phone call bullying
- ♣ Email bullying
- ♣ Bullying through instant messaging or group chat
- ♣ Bullying via online gaming

Who is most vulnerable?

Because of the anonymity that new communications technologies offer, anyone with a mobile phone or internet connection can be a target for cyberbullying. What's more, bullies can reach much larger numbers within a peer group than they can with conventional bullying, for example, vindictive comments posted on a website can be seen by a large number, as can video clips sent by mobile phone.

School Procedures

We have a Code of Practice which promotes safe internet etiquette; this is agreed and signed by all parents/carers. Pupils at Eastway Primary School are not allowed to bring a mobile phone into school (without special arrangements) or take one with them on a school trip. As part of the Computing curriculum, pupils will be taught about safe internet etiquette and the risks of new communication technologies, the consequences of their misuse and how to use them safely through the Computer Literacy units. We advise our pupils never to give out personal contact details online or post photographs of themselves on sites. We advise our pupils that they should not respond to abusive emails, text messages or phone calls and should always tell an adult. Security systems are in place to prevent images and information about pupils and staff being accessed improperly from outside the school. We will work with other outside agencies to manage cyberbullying. We will take action if a pupil is being cyberbullied or is bullying someone else. We have established good links between our school and counselling organisations and will seek advice and support if and when necessary.

BULLYING OUTSIDE SCHOOL PREMISES (INCLUDING CYBERBULLYING)

Any incidents which occur outside school which have (or may) continue to be an issue in school will be investigated and dealt with appropriately. This would usually involve discussions with parents/ carers of children involved.

The Senior Leadership Team will review this policy on a day to day basis and the Headteacher reports to the Governors on the effectiveness of the policy. It is

formally reviewed annually responding to the views of the children, staff and parents.

Appendices

Anti Bullying Contract

I understand that bullying is behaviour that:

- is on purpose - somebody intends to hurt you deliberately;
- can be by one or more people;
- is repeated over a period of time and is done to make you feel upset.

Bullying can take many forms but the four main types are:

- Physical (e.g. hitting, kicking, theft using physical aggression to you)
- Verbal (e.g. about someone's disability or gender, racist, sexual or homophobic remarks, about somebody being different, threats, name calling to your face)
- Emotional/Indirect (e.g. Staring. Glaring, leaving you out, making up stories about you or spreading rumours, isolating you from the activities or from your friends, spreading rumours)
- Technological/cyber (e.g. using technology to hurt a person, text messages, internet, social networks, video hosting sites etc. Remember technological/cyber bullying does not have to be done on the internet)

I promise that if I am bullied or if I see or hear about anybody being bullied I will tell an adult.

The five people I could tell if I was being bullied or if I have seen anybody being bullied are:

-
-
-
-
-

Child's name _____ Class _____

Child's signature _____ Date _____

Alleged Bullying Incident

Child's Name:

Reported by:

Class:

Date:

INCIDENT DETAILS (type, when, where, whom involved- alleged bully/ies, witnessed)

ACTION:

FOLLOW UP:

REPORTED BY:

SIGNED SENIOR LEADERSHIP TEAM

Date

FOR PUPILS

WHAT TO DO IF YOU ARE BEING BULLIED

Don't suffer in silence.

Your silence is the bully's greatest protection

1. Tell the bully to stop. (If you can).
2. Tell an adult at school. (Ask a friend to support you if necessary)
3. If you are worried about telling someone that you feel you are being bullied, or any other concern you have use your classroom system (worry box) to let your teacher know, or tell your class representative on the School Council or a school friend.

WHAT TO DO IF YOU THINK SOMEONE IS BEING BULLIED OR IF YOU SEE BULLYING TAKING PLACE

1. Tell an adult /member of staff, remember:
SILENCE IS THE BULLY'S GREATEST PROTECTION.
You are not telling tales.
2. If possible take action. Show your disapproval. Take responsibility - be a good friend.
3. Don't stand by - this will be interpreted as support for the bully.
4. Never join in with bullying behaviour

FOR PARENTS**WHAT TO DO IF YOU THINK YOUR CHILD IS BEING BULLIED**

1. Watch for the signs. A child may indicate by signs or behaviour that he or she is being bullied. If you are concerned and become aware of any of the following, you may wish to ask your child and/or the school if someone is threatening or bullying your child.
 - ⊗ Be frightened of walking to or from school
 - ⊗ Be unwilling to go to school
 - ⊗ Feigning an illness
 - ⊗ Unwilling to go into school/classroom (clings to you)
 - ⊗ Begin to lack interest in their school work
 - ⊗ Come home regularly with clothes or books destroyed
 - ⊗ Become withdrawn, start stammering
 - ⊗ Become distressed, stop eating
 - ⊗ Cry themselves to sleep
 - ⊗ Have nightmares
 - ⊗ Have unexplained bruises and/or scratches
 - ⊗ Have their possessions go 'missing'
 - ⊗ Ask for money or begin stealing money (to pay the bully)
 - ⊗ Refuse to say what's wrong
 - ⊗ Give improbable excuses to explain any of the above
2. Encourage open dialogue with your child about school, share mealtimes whenever possible.
3. Share your concern with the school immediately, talk to the Class Teacher and if still concerned, the Headteacher. Bullying is not a necessary part of growing up. School can offer help.
4. Don't encourage your child to hit back, as he or she may lay themselves open to counter accusations if they do.
5. Boost your child's morale. Help him or her to realise that it is not he or she but the bully who should feel ashamed.
6. Inform the Class Teacher of any circumstances at home that may affect your child's behaviour.

FOR PARENTS

IF YOUR CHILD IS THE BULLY

It can be difficult for any parent to accept or acknowledge that their child may be bullying other children.

1. Remain calm. Talk things over and try to discover why they are bullying others. The bully, like the victim, needs help and support.
2. Share your concern with the school and ASK FOR HELP. School can offer the support from outside agencies to help.
3. Help your child to accept responsibility for his/her actions.
4. Be aware of the signs of repeat behaviour in the future.