



Anti-Bullying Policy

Chair of Governors: *Mr Anthony Burnell*

Headteacher: *Mrs. Tracy Buckle*

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We acknowledge here at Trerobart Primary School, the School Standards and Framework Act 1998 that clearly states that all maintained schools must have in place an Anti-Bullying Policy that outlines procedures in order to prevent bullying among pupils.

We strive to provide a safe, secure, caring and friendly school environment for all the children in order to protect them from those who wish to deliberately hurt them either physically or emotionally.

We will not tolerate any form of bullying and all incidents of bullying will be dealt with promptly and effectively.

We wish to work closely with the School Council and to hear their views and opinions as we acknowledge and support Article 12 of the United Nations Convention on the Rights of the Child that children should be encouraged to form and to express their views.

What is Bullying?

Bullying is the action taken by one or more children with the deliberate intention of hurting another child, either physically, emotionally, sexually, psychologically or verbally. It can be short term or continue over a period of years. Bullying is the wilful, conscious desire to hurt or threaten or frighten someone else.

It is not when two people have an occasional fight or disagreement.

The school seeks to work in partnership with parents and inform them of any problems that arise and any action that is taken.

Bullying takes many forms:

- ♣ Bullying can be physical – pushing, kicking, hitting, pinching etc
- ♣ Bullying can be verbal – name calling, sarcasm, teasing, spreading rumours etc
- ♣ Bullying can be sexual
- ♣ Bullying can be overt.
- ♣ Bullying can be subtle intimidation.
- ♣ Bullying can be psychological – tormenting racial taunts, graffiti, gestures etc
- ♣ Bullying using technology

Within these definitions we also include:

· Cyber bullying – can be defined as any deliberate use of technology to repeatedly harass, degrade or hurt. This can be through the use of phones (malicious calls, text messaging, websites, and emails) or internet (chat rooms videos etc). Cyber bullying can continue long after schools have closed their gates. Sending threatening or bullying text messages is a criminal offence that the police recognise as a crime.

Aims and Objectives

- This policy aims to produce a consistent school response to any bullying incidents that may occur.
- To develop a school environment that is both safe and secure for all pupils.
- To teach that bullying is wrong and damaging.
- To promote a non-aggressive Christian ethos in school.
- To have in place established systems that will deal with incidents of bullying.
- To develop confident children who will notify staff of any incident of bullying.
- To inform everyone connected with the school of the school's antibullying policy.

Procedure and Consequences

1. Staff:

- Designated staff are on duty at break times and lunch times. They watch for any isolated child, making sure that the child is not isolated due to bullying. Other children are encouraged to play with isolate children.
- If teachers witness an act of bullying, they are asked to do all they can to support the child who is being bullied and to deal appropriately with the alleged bully. If a child is being bullied, then, after consultation with the Head teacher, either the teacher or the Head teacher informs the child's parents of both the victim and the perpetrator. Whenever possible, bully and victim are reconciled.
- In cases of repeated bullying, or following an incident of serious bullying, those involved will attend a meeting to discuss the problem either with the teacher, Deputy Head teacher or Head teacher. At this meeting the victim and the bully are often seen separately to get their views – it is usually appropriate to take notes. The victim and the bully may then be seen together to try and deal with the situation. If such cases continue to give concern, parents may be informed and will be asked to discuss the problem.
- An attempt will be made to help the bullies to change their behaviour. This may involve contracts being drawn up to monitor and improve behaviour.
- If bullying continues, the bully will be withdrawn from the situations where bullying mainly occurs. In serious cases, exclusion will be considered.
- Teachers are asked to record all incidents of bullying which are referred to a member of staff other than the class teacher. My Concern app is used to record all incidents of bullying. SLT will receive a notification when a new concern has been raised by a member of staff.

2. Children:

- Children are encouraged to report incidents of bullying and intimidation. This reporting should be IMMEDIATE when the nature and level of intimidation is such that the victim is physically hurt or highly distressed.
- Children are asked to use the following 4 step approach (WAIT) wherever possible. This is for isolated incidents of teasing or name-calling.

Walk

WALK away and ignore the individual or group who are teasing. This is often difficult, but usually very effective if it can be sustained.

Ask if ignoring fails,

ASK the individual or group to stop being unkind to others.

Inform

INFORM the participants that if they continue you will report it to a member of Staff or a friend.

Tell

Tell if steps one to three have not been effective, and teasing continues TELL a friend. All children are made aware of this procedure, reinforced through class discussion, assemblies etc.

The perception that they are 'telling on' other children is discouraged. Thus, if a pupil reporting an incident approaches a member of staff, the child is asked if the WAIT approach has been followed and appropriate action will be taken.

Investigating Incidents of Bullying

- Investigation into incidents of bullying is undertaken in the first instance by the supervising adult or the class teacher. We recognise the need to gather as much information as possible.
- When appropriate, the adult dealing with the incident will talk to the victim, the perpetrator and any witness separately and then together. It is often necessary at this stage to take notes of what is said.
- If necessary, the children should be referred to the class teacher, to the Deputy Head or Head teacher. This structured approach is important – it is often inappropriate to send children to the Deputy Head or Head teacher as a first step. At this stage it is necessary to take notes.

Investigation of more serious incidents

The following represents an agreed staged response towards serious incidents of bullying, and to other serious incidents of unacceptable behaviour.

- The Headteacher will discuss the incident with bully and victim(s), individually and possibly then together. The Headteacher will take notes of what is said, using, when appropriate, the children's own words. Class teacher will be informed of the outcome.
- Parents may be involved at this stage. Otherwise, the bully will be told that any repetition of such behaviour will result in parents being contacted.
- If similar behaviour is subsequently reported, parents will be requested to visit the school.
- Parents and teacher (or Headteacher) will discuss ways of dealing with the situation.
- Parents will be reminded that further incidents could result in a period of temporary exclusion from lunch or indeed, exclusion from school, for a period of time.
- It may sometimes be necessary for the Headteacher to consider whether an act of bullying by or to a child warrants implementing Child Protection procedures.

External Support Agencies

In more extreme cases, for example where these initial discussions have proven ineffective, the headteacher may contact external support agencies such as the Educational Psychologist or Social Services.

Ways We Can Help:

All staff at school have agreed to follow these procedures:

- to implement the whole School Behaviour Policy
- to encourage an open atmosphere in school
- to take every allegation seriously
- to always listen to the children
- to support our midday supervisors in the work they do with children
- to supervise the playground and learning areas diligently.
- to use Circle Time as an opportunity to discuss the issue of bullying
- to raise the topic of 'Bullying' within the PSE curriculum when appropriate.

The Role of the Governing Body

The Governing Body supports the Headteacher in implementing this policy. The Governors do all that they can to eliminate bullying from our school and ensure that incidents of bullying are taken seriously and dealt with appropriately.

The Governing Body will not condone any bullying and has:

- delegated powers and responsibilities to the Headteacher to implement the school anti-bullying policy and to ensure that all staff are aware of and know how to deal with any incidents of bullying.
- nominated a link governor to visit the school regularly, to liaise with the coordinator and to report back to the Governing Body;
- responsibility for the effective implementation, monitoring and evaluation of this policy

The Role of the Headteacher

The Headteacher will:

- implement this policy;
- ensure that all school personnel are aware of the policy;
- work to create a safe, secure, caring and friendly school environment for all the children;
- ensure that all pupils understand that bullying is wrong through PSE and school assemblies;
- ensure that all parents are aware of this policy and that we do not tolerate bullying;
- respond and deal with all incidents of bullying;

- keep records of all incidents of bullying;
- monitor and evaluate this policy

The Role of School Personnel

School personnel will:

- Support all children in their class and establish a climate of trust and respect for all.
- Be watchful - observe the social relationships between pupils in the class.
- Investigate- listen to the view of the pupils involved (victim and perpetrator)
- Inform colleagues if the children involved are in another class or have other staff working with them
- Inform the Headteacher, or member of SLT if Headteacher is unavailable, as soon as possible on the day they are aware of the problem
- Keep dated records of any bullying incidents and what action was taken. This is important evidence when speaking to the parents/guardians of the perpetrator
- After consultation with the Headteacher, the teacher may be asked to inform the child's parents/guardians
- Attend meetings with the Headteacher and the parents/guardians of the children involved if requested to do so by the Headteacher
- Keep the Headteacher informed of progress against any plan of action that has been agreed
- Inform supply teachers (if absence is planned e.g. training course) of any problems by leaving a note with the planning for the lessons to be covered
- Support the victim through counselling sessions and spend time talking to the child who has been bullied.

The Role of Pupils

Pupils are:

- encouraged to disclose information about bullying, either as a victim or as an observer. This might be through talking to their teacher, support staff or friend.
- asked to accept both school rules and classroom rules including rules about unsupervised areas.
- encouraged to help new pupils settle in and learn about all rules in school
- encouraged to discuss ways of preventing bullying through the school council.

The Role of the School Council

The School Council will be involved in:

- determining this policy with the Governing Body;
- discussing improvements to this policy during the school year;

- reviewing the effectiveness of this policy with the Governing Body

The Role of Parents

- be aware of and support this policy – to familiarise themselves with the policy.
- report to the school any concerns they have of their child being bullied. Parents who are concerned that their child might be bullied, or who suspect that their child might be the perpetrator of bullying, should contact the school immediately.
- be assured that the school will deal with all incidents of bullying.
- be assured that they will be informed of incidents and will be involved in discussions.
- Parents have a responsibility to support the school's anti - bullying policy and to actively encourage their child to be a positive member of the school.

Training for School Personnel

School personnel will undertake training in:

- anti-bullying strategies;
- counselling the bullied and the bullies;
- working with parents

Counselling

- Counselling and support mechanisms are in place to help those who have been bullied.
- All perpetrators of bullying are given time to discuss why they have bullied and why their actions were wrong.
- Both the victim and bully will be given support to help deal with their experiences.

Monitoring the Effectiveness of the Policy

Annually the effectiveness of this policy will be reviewed, or when the need arises, and the necessary recommendations for improvement will be made to the governors.

The school council will be involved in discussions and may recommend interim amendments.

Chair of Governors.....

Review Date