

TWO MOORS PRIMARY SCHOOL ANTI – BULLYING POLICY

Introduction

Bullying is defined as deliberately hurtful behaviour, usually repeated over a period of time, where it is difficult for those being bullied to defend themselves.

Bullying can take many forms and can be -

- a) **physical** – hitting, kicking , spitting , invasion of personal space
- b) **verbal** – threats, name calling , prejudice-related remarks directed towards race, gender, special educational needs, disability, personality
- c) **emotional or indirect** – isolating an individual from discussions or activities, spreading rumours
- d) **technological or cyber bullying** – using text messages or the internet to hurt an individual
- e) **damage to property or theft** - damaging or stealing personal belongings, using threatening behaviour to make an individual hand over their property.

Bullying is wrong and can affect the emotional and physical wellbeing of children, as well as their ability to learn and achieve.

Pupils who are being bullied may often show changes in behaviour, such as becoming shy and nervous or clinging to adults. They may also show changes in their academic progress, levels of concentration and attendance pattern.

Aims and objectives

The aim of the Anti-Bullying policy is to ensure that all pupils learn in a supportive, caring and safe environment without fear of being bullied.

The objectives of the policy are -

- 1/ To reduce the frequency of bullying incidents
- 2/ To increase the likelihood that incidents are disclosed to responsible adults
- 3/ To intervene effectively when bullying happens, even if the incident happens outside of the School grounds

This will lead to -

- 1/ An increase in positive , pro-social behaviour and attitudes throughout the School
- 2/ Improved attendance
- 3/ Fulfilment of the aims within the Safeguarding Policy

Prevention – reducing the frequency of bullying

Strategies for preventing bullying will focus around -

- Praising, rewarding and celebrating the success of all children (when children feel that they are important and belong to a welcoming school , bullying is less likely to be part of their behaviour)
- Having regard for the Two Moors British Values and Community Cohesion Promotion Statement
- Teaching children how to identify and deal with incidents of bullying through the school curriculum (e.g. PSHE , Protective Behaviours, SEAL , ICT, RE and promotion of British Values)
- Providing regular opportunities for pupil discussion on the Anti-Bullying Policy and Say No to Bullying Steps through circle time, assemblies and meetings of the School Council.
- Ongoing support of National Anti-Bullying Strategies such as Kidscape “Anti-Bullying Week”
- Staff training and development plans to include key areas such as bullying and behaviour management courses, the Equality Act, Special Educational Needs and Disabilities provision and Inclusion
- Providing regular opportunities for staff discussion on the Anti-Bullying Policy through staff meetings and Governor Visits.

Reporting incidents

Parents / Carers who are worried that their child is being bullied should contact their child's Class Teacher as soon as possible. They may have some general concerns about changes in behaviour or attendance, or there may be a specific incident to discuss.

Pupils who are worried about bullying should also talk to their Class Teacher. Some pupils may prefer to talk to their Parent or Carer first, any other member of the school staff or another pupil, including any Class Representative on the School Council.

Some pupils may prefer to talk to an appropriate outside agency, such as Child Line (telephone 0800 1111)

The important thing is that all incidents are reported so that the appropriate action can be taken.

Action – responding effectively to incidents

If a Class Teacher witnesses an incident of bullying, or it is reported to him or her, then a record is made on the School's computer logging system, CPOMs. This is regularly monitored by the Senior Management Team and the Senior Designated Officer for Safeguarding.

The actions which are taken will depend on the nature and seriousness of the incident. These may include -

- Talking to the children involved and any witnesses to find out more about the incident
- Carry out Restorative Justice with the children involved and agree 2 or 3 actions to improve relations
- Counselling and support for the child who has been bullied, restoring self – esteem and confidence
- Counselling and support for the child who is bullying, explaining why the action of the child was wrong and helping the child to change their behaviour in the future
- A period of behaviour monitoring by school staff, for two weeks or for longer as appropriate
- Using sanctions within the Two Moors Behaviour Policy as relevant, including missed playtimes or exclusions

- Reporting to Parents / Carers throughout the process. Parents/ Carers have a responsibility to support the School's Anti-Bullying Policy and to actively encourage their child to be a positive member of Two Moors Primary School
- Reporting to the SENDCO as necessary. The SENDCO is responsible for the co-ordination of provision and support for behavioural and communication difficulties within the School
- Reporting to the Head Teacher as necessary. The Head Teacher is responsible for the overall implementation of the Anti-Bullying Policy and would be involved in all incidents that are of a serious or persistent nature
- Reporting to the Chair of the Governing Body as necessary
- Reporting to the Local Authority or other agencies such as the Police as necessary. This can occur following incidents of a more serious nature and can include Bullying and Prejudice Related Incidents which relate specifically the "Protected Characteristics" within the School's Equality Policy; such as disability, race, religion or sexual orientation.

Records are kept of all discussions and the appropriate actions taken. These records are stored centrally in compliance with the Data Protection Act.

Monitoring and review

This policy is monitored on a day-to-day basis by the Head Teacher, who in turn will report to the Governing Body.

This policy, and its effectiveness in achieving the stated objectives, will be reviewed annually by the Governing Body.

Policy reviewed on 21/11/17

Reviewed 6/3/18

Next review March 2020

Appendix: Say "No" To Bullying agreed by the School Council 7/6/17

Say "NO" To Bullying

Bullying is:

People being unkind or hurting you - on purpose - more than once - and which is difficult to stop.

Rules:

- 1. Think Before You Speak**
If you haven't got anything nice to say about anyone, then don't say it.
- 2. Be Kind**
Don't do anything to anyone else that you wouldn't like them to do to you.
- 3. Say NO**
If anyone asks you to do anything that you do not want to do, say "NO!"
- 4. Talk To A Teacher**
If you feel sad or have any worries or fears, then tell your teacher or another member of staff.
- 5. People Will Help You**
All staff will listen and take you seriously. They will deal with the bullying problem, so that you are happy again.

Remember you can talk to your teacher, your TA, your meal time assistant, Mr Boraston, Mrs Jaworski, Mrs Buckley or CHILD LINE on 0800 1111
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