

Anti-Bullying Policy



Created: September 2017
Review: September 2018

We are committed to providing a caring, friendly and safe environment for all of the pupils at Calton Primary School so that they can learn in a relaxed and secure atmosphere. We treat everyone with consideration. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils are aware that they can tell an adult and know that incidents will be dealt with promptly and effectively.

What is bullying?

Bullying is behaviour which deliberately makes another person feel uncomfortable, distressed or threatened.

Bullying is repeated over time. STOP – Several Times On Purpose

Bullying makes those being bullied feel powerless to defend themselves.

What types of bullying are there?

- Emotional (being unfriendly, excluding, tormenting, threatening behaviour)
- Verbal (name calling, sarcasm, spreading rumours, teasing)
- Physical (pushing, kicking, hitting, punching or any use of violence)
- Extortion (demanding money/goods with threats)
- Cyber (all areas of internet, email and internet chatroom misuse.
Mobile threats by text messaging and calls.
Misuse of associated technology ie: camera and video facilities including those on mobile phones.
- Racist (racial taunts, graffiti, gestures)
- Sexual (unwanted physical contact, sexually abusive comments)

What are the signs and symptoms of bullying?

A person may indicate by signs or behaviours that they are being bullied. Parents, Guardians, Teachers and anyone working with the children in our school, should be aware of these possible signs and should investigate if the person;

- Is frightened of walking to or from school
- Changes their usual routine
- Is unwilling to go to school (school phobic)
- Becomes withdrawn, anxious or lacking in confidence
- Becomes aggressive, abusive, disruptive or unreasonable
- Starts stammering
- Threatens or attempts to run away
- Cries themselves to sleep at night or has nightmares
- Feels ill in the morning
- Performance in school work begins to drop
- Comes home with clothes torn, property damaged or 'missing'
- Has unexplained cuts or bruise
- Bullying others
- Changes in eating habits
- Is frightened to say what is wrong
- Gives improbable excuses for their own behaviour.

What causes Bullying?

People bully for different reasons.
The reasons could be:

- To feel powerful
- Jealousy
- To feel good about themselves
- To be in control
- Because they want something (attention, possession or friends)
- To look good in front of other people
- To feel popular
- Because of peer pressure
- For fun
- Because they are being bullied themselves
- Because they see and pick on an easy target (small, won't tell anyone, lonely or different in some way)

How we can prevent Bullying

All of the staff at Calton Primary School foster a clear understanding that bullying, in any form, is not acceptable. This is done by:

- Developing an effective practice so that the school is a safe and happy environment, where the attitudes, behaviour, and relationships amongst the children has a positive impact on their learning and achievement.
- Regular praise of positive and supportive behaviour by all staff.
- Providing a school curriculum which develops empathy and emotional intelligence. PSHE lessons are taught using SEAL.
- Working with the Learning Mentor to develop and improve good social skills.
- Any incidents are treated seriously and dealt with immediately.

Why is it important to respond to bullying?

Bullying Hurts!

Everybody has the right to be treated with respect.

Everybody has the right to feel happy and safe.

No-one deserves to be a victim of bullying.

Bullies need to learn different ways of behaving.

Objectives of this Policy

- All governors, teaching and non-teaching staff, pupils, parents and carers should have an understanding of what bullying is.
- All governors, teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All parents, carers and pupils should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Parents, carers and pupils should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

Procedures in School for Reporting Bullying

Step 1

Pupil can voice his/her concerns and worries through the use of the school "worry box". The Learning Mentor will check the box and share her concerns with the pupil's class teacher.

or

Pupil will report any incidents to the Class Teacher, Teaching Assistant, a member of the Pastoral Team, Lunchtime Supervisors or other adults in the school immediately. Any incidents of bullying will be passed on to a member of the behavior team where it will be dealt with and recorded in accordance with the Behavior Policy. If the bullying occurs at lunchtime, the Lunchtime Supervisors will record the incident and pass on to a member of the behavior team.

or

In some cases Parents will report directly to the child's class teacher or Head Teacher to voice their concerns.

Step 2

The pupil and other parties will meet with the member of the behavior team to discuss the facts and a way forward will be suggested. The Learning Mentor and class teacher will also work with the pupil/pupils in an attempt to change their behaviour. The teacher and other adults will monitor the situation for a short period of time. At the end of each school day the teacher will feedback to the parent/carer any relevant information regarding their child and the current situation.

Step 3

If the situation continues the Head Teacher will inform the parents and arrange a meeting with them and all of the parties involved. Agreed actions and strategies will be discussed and the situation will be reviewed after a few days. The pupil/pupils will continue to work with the Learning Mentor individually or in a small group working towards improving their behaviour.

Step 4

If the situation is still unresolved, the school will approach external agencies and they will become involved.

They will offer help and advice and possibly work with the pupil/pupils involved.

Step 5

If further intervention is needed the Head Teacher and Chair of the Governors will inform and seek advice from the Local Authority Head of Inclusion Services.

Outcomes

1. The bully (bullies) will be asked to genuinely apologise.
2. If possible, the pupils will be reconciled.
3. After the incident/incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

In serious cases, some form of exclusion will be considered.