

# Bernard Gilpin Primary School

## Anti-Bullying Policy

### School Intent Statement

Bernard Gilpin Primary School is the 'heart of the community.' Our school has a caring, family atmosphere where everyone feels safe and welcome. We believe that education is a joint venture between children, parents/carers, staff, governors and the wider community, united in the aim for nurturing confident, responsible, happy and well-rounded children who are celebrated and realise their potential.

We believe in encouraging our children to become ethical and democratic citizens, who contribute positively to their community. Our Ten Virtues: Wisdom, Justice, Fortitude, Self-Control, Love, Positive Attitude, Hard Work, Integrity, Gratitude and Humility place the importance of possessing a good character at the heart of school life.

Our school is a place where every person has the right to be themselves, to be included and to be educated in a safe, secure and caring environment free from harassment and discrimination. Everyone at our school is equal and treats each other with respect and kindness.

This policy has been informed by the following resource:

*Anti Bullying Alliance guidance*

[http://www.anti-bullyingalliance.org.uk/Page.asp?originx\\_4237co\\_4721421398769u17h\\_2007627412x](http://www.anti-bullyingalliance.org.uk/Page.asp?originx_4237co_4721421398769u17h_2007627412x)

### Definition

*Bullying is **repeated** violence, physical or psychological, conducted by an individual or a group and directed against an individual who is not able to defend him/herself in the actual situation.* The **STOP** acronym can be applied to define bullying – **Several Times On Purpose**.

The nature of bullying can be:

- **Physical** – such as hitting or physically intimidating someone, or using inappropriate or unwanted physical contact towards someone
- **Attacking property** – such as damaging, stealing or hiding someone's possessions
- **Verbal** – such as name calling, spreading rumours about someone, using derogatory or offensive language or threatening someone
- **Psychological** – such as deliberately excluding or ignoring people
- **Cyber** – such as using text, email or other social media to write or say hurtful things about someone

Bullying can be based on any of the following things:

- Race (racist bullying)
- Religion or belief
- Culture or class
- Gender (sexist bullying)
- Sexual orientation (homophobic or biphobic bullying)
- Gender identity (transphobic bullying)
- Special Educational Needs (SEN) or disability
- Appearance or health conditions
- Related to home or other personal situation
- Related to another vulnerable group of people (young carers, LAC)

Our school takes all forms of bullying seriously and is particularly concerned to take action in relation to any incidents which involve racist\*, sexist, disablist or homophobic elements.

In such cases these issues will be specifically addressed with the bully (and his/her parents/carers where appropriate) in the course of post incident management.

*\* Incidents of bullying with racist content or motivation should be recorded in line with the "Guidelines and Procedures for Dealing with Racist Incidents".*

## Principles

All children have an absolute right to be educated in a safe and secure environment and to be protected from others who may wish to harm, degrade or abuse them.

There is **no justification whatsoever** for bullying behaviour and it will not be tolerated in any form. Differences of race, religion, gender, sexual orientation, ability are absolutely repudiated as reasons for bullying.

Bullying behaviour is a problem for both the bully and the victim and will be addressed in positive and constructive ways which provide opportunities for growth and development for the bully and victim alike.

Effective management of bullying is a shared responsibility and strategies will involve school staff; parents/carers and other professionals involved with children who are the victims or perpetrators of bullying behaviour.

It is important to invest time and resources in the prevention and management of bullying and staff require advice, training and support to manage it with confidence.

Information about School's policy and procedures will be readily available in 'child-friendly' form to children and their parents/carers.

## Scope

This policy applies only to incidents of bullying which take place on school premises. The School is not **legally** responsible for bullying which takes place elsewhere.

However, the school is aware that bullying can take place on the way to and from school, before or after school hours, at the weekends or during holidays and in the wider community. The school has an enduring interest in the welfare and conduct of its pupils and will therefore respond positively to any information it receives about bullying outside school thus:

- If it emerges that if a pupil is responsible for bullying other children outside school then this matter will be addressed and (if appropriate) the bully's parents/carers informed.
- If a child is found to be the victim of bullying outside school then help and support will be offered and advice given on how to avoid further incidents in future. The victim's parents/carers will be informed.
- If there are more general concerns about children's safety outside school then the local police will be contacted and their help sought in making the area around the school premises more secure.
- If information is received that a child is being bullied by a sibling outside school this will initially be discussed with the parents/carers. If concerns persist then the matter will be referred to Peter Iveson ( Head of Pastoral Care).
- If children are being bullied by pupils of another school the Head of that school will be informed and invited to deal with the matter.

## Aims

- To fulfil School's statutory responsibility to respect the rights of children and to safeguard and promote their welfare.
- To clarify the School's responsibility for responding to incidents of bullying and to emphasise to staff, pupils and their parents and carers the School's zero tolerance attitude towards bullying behaviour.

- To eliminate intimidating behaviour and promote a school ethos in which each pupil is safe and able to realise their full potential.
- To address the problem of bullying and to bring it under control through the implementation of whole-school policy and procedures.
- To reassure parents/carers that School takes their children's welfare seriously and that they are being educated in a safe and secure environment.

## Objectives

- To develop and implement an anti-bullying policy based on a consistently implemented whole school approach
- To raise awareness among staff; parents/carers and pupils about the issue of bullying and the school's attitude towards it and to create an environment in which bullying is seen as inappropriate and unacceptable.
- To be proactive in the prevention of bullying.
- To make pupils, parents/carers and staff aware of what steps to take when an incident of bullying has occurred.
- To demonstrate to bullies that their behaviour is unacceptable and to reassure victims that action will be taken to keep them safe.
- To clarify the extent of the problem and ensure that School allocates a proportionate amount of time and energy to bringing it under control.
- To accurately record all incidents of bullying and to monitor the effectiveness of strategies for bringing it under control.
- To address with bullies their problematic behaviour in a fair and firm, non-oppressive manner, and to provide them with support to enable them to change their behaviour.

## Prevention

All staff involved in the education and/or supervision of children will be made aware of the issue of bullying and the need to apply the school's policy of zero-tolerance consistently when episodes of bullying are witnessed or reported. Staff will constantly reinforce the message to children that bullying is unacceptable and will take positive action to prevent and control it.

In addition the issue of bullying will be raised with pupils at a number of levels including:

- At whole school level – through assemblies when children will be informed of the school's zero-tolerance policy and the actions that will be taken to prevent bullying taking place. This issue will be raised regularly when the whole school will be informed of the progress of the anti-bullying policy and any changes which may be introduced.
- Difference and diversity are celebrated across the school through displays, books and images. The whole school participates in events including Anti-bullying Week and Black History Month.
- Regularly canvas **pupils** views on the extent and nature of bullying.
- At classroom level – The PSHE programme of study (Jigsaw curriculum) includes opportunities for pupils to understand different types of bullying and to challenge stereotypes.
- At individual level – children who are felt to be at risk of bullying (or who have suffered from bullying in the past) will be offered additional support and guidance. Looked After **Children** (LAC) are particularly vulnerable, so these children will be monitored carefully and a member of staff will be identified for the pupils to talk to if they are having problems.
- Children who have bullied others will be given advice and support and taught strategies to enable them to bring their unacceptable behaviour under control and to prevent further incidents. As a result of their difficult life experiences prior to coming into care, Looked After **Children** may also display bullying behaviour and need support to address these issues.
- School recognises that there are particular times when children may be more vulnerable to bullying – lunch and break times and the beginning and end of the school day. Arrangements will be made to ensure that at such times there is adequate supervision available to reduce the risk of bullying incidents (friendship bench and buddy system).
- Also, there are locations about the school in which incidents or bullying are more likely to occur and again arrangements will be made to ensure that these are properly supervised.

- Pupils are continually involved in developing whole-school anti-bullying initiatives through consultation with groups (school council/anti-bullying ambassadors) and through the anti-bullying survey.

All of these preventative strategies operate within a school ethos founded on equality, fairness and respect for others in which individual differences are celebrated and seen as a source of enrichment. In order to help children learn and develop appropriate responses to others, all staff at all times will treat each other (and children, parents and carers) with courtesy and respect and will model appropriate and acceptable behaviour.

### Reporting bullying

Pupils who are being bullied: If a pupil is being bullied they are encouraged to not retaliate but to tell someone they trust about it such as a friend, family member or trusted adult. They are also encouraged to report any bullying incidents in school:

- Report to a teacher, their class teacher or anti-bullying staff (Mr Iveson, Mrs Milnes, Miss Huitson), or any other teacher.
- Tell a playground buddy who can help them or tell a teacher.
- Tell any other adult in school – such as Lunchtime Supervisors, Teaching Assistants, sports coaches or the school office.
- Tell an adult at home.
- Report anonymously.
- Call Childline to speak with someone in confidence on 0800 1111

### Reporting – Roles and Responsibilities

**Staff:** All school staff, both teaching and non-teaching staff (for example Site Manager, lunchtime supervisors) have a duty to report bullying, to be vigilant to the signs of bullying and to play an active role in the school's measures to prevent bullying. If staff are aware of bullying, they should reassure the pupils involved and inform their class teacher. The following staff members are anti-bullying leads: Mr Iveson, Mrs Milnes, Miss Huitson.

**Senior staff:** The Senior Leadership Team and the Headteacher have overall responsibility for ensuring the anti-bullying policy is followed by all members of staff and that the school upholds its duty to promote the safety and well-being of all pupils. In addition to the designated anti-bullying leads, Mr Iveson is the Senior Leader responsible for anti-bullying.

**Parents/carers:** School is firmly committed to working in partnership with parents/carers and believes that the best outcomes emerge when professionals and parents/carers are able to work together when bullying occurs. Parents and carers should look out for potential signs of bullying such as distress, lack of concentration, feigning illness or other unusual behaviour. Parents and carers should encourage their child not to retaliate and support and encourage them to report bullying. School recognises the important influence which parents/carers have on their children and would wish, using the home/school agreement, to enlist their support when their child is involved in bullying – either as victim or a perpetrator. Parents and carers can report an incident of bullying to the school either in person, or by phoning or emailing the school office.

**Pupils:** Pupils should not take part in any kind of bullying and should watch out for signs of bullying among their peers. They should never be bystanders to incidents of bullying, but should offer support to the victim and, if possible, help them to tell a trusted adult.

### Responding to bullying

School will take firm and decisive action to deal with any incident of bullying which is witnessed by or reported to any member of staff involved in the teaching and/or supervision of children. When bullying has been reported, the following actions will be taken:

- Staff will record the bullying incident centrally on the school system CPOMS.
- Designated school staff will monitor incident information on CPOMS, analysing and evaluating the results.

- Designated school staff will produce termly reports summarising the information, which the Headteacher will report to the Governing body.
- Staff will offer support to the target of the bullying in discussion with the pupil's class teacher. Individual meetings will then be held with any target of bullying to devise a plan of action that ensures they are made to feel safe and reassured that the bullying is not their fault. Action plans will make use of the friendship bench and buddy system.
- Staff will pro-actively respond to the bully who may require support. They will discuss with the target's class teacher to devise a plan of action.
- Staff will decide whether to inform parents or carers and where necessary involve them in the plans of action.
- Staff will assess whether any other authorities (such as police or the local authority) need to be involved, particularly when actions take place outside of school.

### **Derogatory Language**

Derogatory or offensive language is not acceptable and will not be tolerated. This type of language can take any of the forms of bullying listed in our definition of bullying. It will be immediately challenged by staff and recorded and monitored on CPOMS. Follow up actions and sanctions, if appropriate, will be taken for pupils and staff found using any such language.

### **Prejudice-based incidents**

A prejudice-based incident is a one-off incident of unkind or hurtful behaviour that is motivated by a prejudice or negative attitudes, beliefs or views towards a protected characteristic or minority group. It can be targeted towards an individual or group of people and have a significant impact on those targeted. All prejudice-based incidents are taken seriously and recorded and monitored in school, with the Headteacher regularly reporting incidents to the Governing body. This not only ensures that all incidents are dealt with accordingly, but also helps to prevent bullying as it enables targeted anti-bullying interventions.

### **Links with other school policies**

- Complaints Policy & Procedure
- Behaviour & Discipline Policy
- Peer on Peer Policy
- Child Protection Policy
- The Staff Code of Conduct
- Online Safety Policy
- Whistleblowing Policy

### **Monitoring and evaluating**

Each incident of bullying falling within the school definition will be recorded on CPOMS. Any incidents with a racist, sexist, disabilist or homophobic element will be identified.

An annual report will be made to the Governing Body indicating the extent of the problem and any trends which may emerge.

Senior staff and Governors will evaluate the effectiveness of the policy and agree adjustments that may be necessary to address any ongoing concerns. These will be shared with staff, parents/carers and pupils.

The policy is reviewed regularly, in consultation with the whole-school community including staff, pupils, parents/carers and Governors.

