



## Tetsworth Primary School

### Anti – Bullying Policy

#### Introduction

Tetsworth Primary School recognises its responsibility to safeguard and protect all of our pupils. We are committed to promoting an inclusive and safe environment for all of its children and staff, ensuring that every individual is treated fairly and with respect. Our principles of Respect, Ready and Safe are actively taught alongside our PSHE lesson, as an effective way of minimising bullying to provide a positive atmosphere that is caring and full of friendships. We want all members of the school community to feel respected and safe so that they can learn and work without anxiety of being bullied.

Bullying is an antisocial behaviour that can affect everyone. In our school, it is not acceptable under any circumstances, and we believe that it is best prevented through the strong positive ethos and culture of the school, where respect and equality and feeling safe are the norms, and where raising the confidence and self-esteem of our children is a daily priority.

#### Aims and Objectives of this Policy

- To ensure that children learn in a supportive, caring and safe environment, without fear of being bullied.
- To demonstrate that the school takes bullying seriously and that it will not be tolerated.
- To take measures to prevent all forms of bullying in the school and during off-site activities.
- To support everyone in actions to identify and protect those who might be bullied.
- To clarify for all pupils and staff that bullying is wholly and always unacceptable.
- To demonstrate to all that the safety and well-being of pupils is paramount.
- To promote an environment where children feel they can trust and tell adults if they are being bullied or know about any bullying.
- To promote positive attitudes in pupils (including support with understanding of restorative justice).
- To ensure that all staff are aware of their duty of care over those in their charge and the need to be alert to signs of bullying.
- To ensure that all staff are aware of procedures through regular training.
- To ensure there is a duty of care for the target and for the alleged bully.

#### What is Bullying?

*“Bullying is the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online.” - Anti-Bullying Alliance 2019*

At Tetsworth Primary School we recognise that there is no “hierarchy” of bullying – all forms of bullying should be taken equally seriously and dealt with appropriately. We understand that bullying can take place

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between pupils, between pupils and staff, or between staff; by individuals or groups; face-to-face, indirectly or using a range of cyber bullying methods. We understand that all children have disagreements with each other, and friends fall out for a time. This is not usually bullying.

Four main types of bullying can be identified:

- Physical hitting, kicking, taking or hiding belongings.
- Verbal name calling, teasing, insulting, writing or sending unkind notes or messages, including cyberbullying (see later in policy).
- Emotional being intentionally unfriendly, excluding, tormenting looks, spreading rumours.
- Cyber email and internet chat room misuse, mobile phone threats by text, calls, social websites

Specific types of bullying include:

- Bullying related to race or colour, religion or belief or culture.
- Bullying related to special education needs (SEN) or disabilities.
- Bullying related to appearance or health conditions.
- Bullying related to gender identity, sex or sexual orientation (LGBTQ+).
- Bullying of young carers or looked-after children or otherwise related to home circumstances.
- Sexist or sexual bullying.
- Bullying of adopted children.
- Bullying using electronic forms of contact (cyber bullying).

Bullying is not:

It is important to understand that bullying is not the odd occasion of falling out with friends, name calling, arguments or when the occasional trick or joke is played on someone. It is bullying if it is done several times on purpose. Children sometimes fall out or say things because they are upset. When occasional problems of this kind arise, it is not classed as bullying. It is an important part of children's development to learn how to deal with friendship breakdowns, the odd name calling or childish prank. We all have to learn how to deal with these situations and develop social skills to repair relationships.

### **Where does bullying happen?**

It can happen anywhere – in the classroom, in the corridor, in the toilets, in the dining hall, in the playground. Bullying may also happen on the way to and from school.

At Tetsworth Primary School, we are concerned with our children's conduct and welfare outside as well as inside school and we will do what we can to address any bullying issues that occur off the school premises.

The following steps may be taken:

- Talk to the local Police Community Support Office (PCSO) about problems in community.
- Talk to the Headteachers of other schools whose children may be involved in bullying off the premises.
- Liaise with other external agencies (e.g. LCSS).
- Discuss coping strategies with parents.
- Talk to the children about how to handle or avoid bullying outside the school premises.

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However, as a school we cannot be accountable for every incident that happens outside of school.

### **Signs and Symptoms**

A child may indicate, by different signs or behaviour, that he or she is being bullied. Adults should be aware of these possible signs and where necessary investigate further if a child:

- is unwilling to go to school;
- becomes withdrawn, anxious or lacking in confidence;
- starts stammering;
- attempts or threatens self-harm;
- cries themselves to sleep at night or has nightmares/ bedwetting;
- regularly feels ill in the morning;
- begins to do poorly in schoolwork;
- comes home with clothes torn or books damaged;
- has possessions go missing;
- has unexplained cuts and bruises;
- stops eating; is frightened to say what is wrong;
- is frightened of walking to or from school;
- or changes their usual routine.

These signs and behaviours could indicate other problems (please refer to the school's Child Protection and Safeguarding Policy), but bullying should be considered a possibility and should be taken seriously and investigated as soon as possible.

### **What can you do if you are being bullied?**

Wherever you are in school, you have the right to feel safe. Nobody has the right to make you feel unhappy. If someone is bullying you, it is important to remember that it is not your fault and there are people who can help you. At Tetsworth Primary School, we want children to speak out to stay safe.

See below for some strategies that might help:

- Tell someone you can trust – it can be a teacher, a teaching assistant, a midday supervisor, a parent, a friend, a brother, a sister or a relative.
- If you are scared, ask a friend to go with you when you tell someone.
- If you don't feel you can talk to someone about it, write it down and pass it on to a trusted adult.
- When you tell an adult about the bullying give them as many facts as you can (What? Who? Where? When? Why? How?).
- Try not to let the bully know that he/she is making you feel upset.
- Try to ignore them.

### **Procedures of reporting and responding to bullying incidents**

All staff will respond calmly and consistently to all allegations and incidents of bullying at Tetsworth Primary School. Children will be taken seriously by all staff and any bullying dealt with impartially and promptly. The

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Headteacher will monitor all allegations. All those involved will have the opportunity to be heard and will be reassured they will be listened to. Staff will protect and support all children involved whilst allegations and incidents are investigated and resolved.

The following step-by-step procedure will be used for reporting and responding to bullying allegations or incidents:

1. Report all bullying allegations and incidents to the Headteacher.
2. Staff will reassure the victim(s) and tell them they want to make them feel safe.
3. Appropriate advice will be given to help the victim(s).
4. Staff will listen and speak to all children involved about the incident separately (recorded on CPOMS). A restorative conversation (script) will be held with each child and the group if necessary. The group will share how they are feeling with the others.
5. The problem will be identified and possible solutions suggested.
6. Staff will attempt to adopt a problem-solving approach which will move children on from them having to justify their behaviour.
7. Appropriate action will be taken quickly to end the bullying behaviour or threats of bullying.
8. Staff will reinforce to the bully that their behaviour is unacceptable.
9. Appropriate ways to repair the situation will be discussed with both parties
10. An attempt will be made, and support given, to help the bully (bullies) understand and change his/her/their behaviour.
11. In cases of serious bullying, parents/carer will be informed and will be invited to come into school for a meeting/phone call to discuss the problem.
12. After the incident has been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
13. Parents will receive feedback once the incident has been dealt with.
14. Serious bullying incidents will be discussed in safeguarding and staff meetings.
15. If necessary and appropriate, Social Services or police will be consulted.
16. A parent who is dissatisfied with the way the school has dealt with a bullying incident can ask the Executive Head Teacher and then the Chair of Governors to investigate the matter. The governing body responds within ten days to any request from a parent to investigate incidents of bullying. In all cases the governing body notifies the head teacher and asks him/her to conduct an investigation into the case, and to report back to a representative of the governing body.

### **Strategies for prevention and reduction of bullying**

Whole school community initiatives and proactive teaching strategies will be used throughout the school to develop a positive learning environment with the aim of reducing the opportunities for bullying to occur.

These can include:

- Being an inclusive school that celebrates diversity and encourages every child to embrace similarities and differences. They know that it is never okay to pick on somebody because they are different.
- Involving the whole school community (pupils, staff and parents/carers) in upholding the policy.
- Undertaking regular surveys to monitor the extent of bullying in the school and the effectiveness of the anti-bullying policy (e.g. Oxfordshire Anti-Bullying Survey and school's own safeguarding survey for pupils, staff and parents/carers).

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- Encouraging the whole school community (pupils, staff and parents/carers) to model appropriate behaviour towards one another through regular reference to and implementation of the school's (Ready, Respectful and Safe principles)
- Making national Anti-Bullying Week a high-profile event each year.
- Awareness raising through regular anti-bullying assemblies
- PSHE (Personal, Social, Health Education) scheme of work from EYFS to Year 6 used to support this policy.
- Circle time activities on bullying issues.
- Maintaining playground improvements and initiatives – training Year 5 pupils to be Anti-Bullying Ambassadors and Year 6 pupils to be Playground Mediators.
- Whole school community (parents/carers, staff) teaching pupils what bullying is, and what bullying is not, using the definition in the policy from the Anti – Bullying Alliance.

### **Monitoring and evaluation of the policy**

To ensure this policy is effective, it will be regularly monitored and evaluated by the school's Designated Safeguarding Lead. Feedback from the annual safeguarding survey for children, staff and parents/carers and termly behaviour analysis will be used to gauge the effectiveness of the policy. Following an annual review, any amendments will be made to the policy and all stakeholders informed. The policy will then be reviewed/ratified by the Local Governing Body and shared with the community via official school website.

There is a vast amount of information and guidance available about bullying that can provide a wide range of support and help.

The following list is just a small selection of the support available that teachers, parents and children have found useful.

Act Against Bullying <https://actagainstabullying.org>

Anti-bully <http://www.antibully.org.uk>

Anti-Bullying Alliance (ABA) <http://www.anti-bullyingalliance.org.uk>

Anti-bullying Network <https://www.antibullying.net>

Beatbullying <https://beatbullying.org.uk>

Bully Free Zone <http://www.bullyfreezone.co.uk>

Bullying Online <https://www.bullying.co.uk>

BBC <https://www.childline.org.uk>

Childline <https://www.childline.org.uk>

Kidscape <http://www.kidscape.org.uk>

NSPCC <https://www.nspcc.org.uk>

Parentline Plus <https://www.familylives.org.uk>

Stonewall <https://www.stonewall.org.uk>

The Children's Legal Centre <https://www.childrenslegalcentre.com/>

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