

# Standens Barn Primary School

## Anti-Bullying Policy

Based on the KIDSCAPE Anti-Bullying Policy



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## ANTI-BULLYING POLICY

### Statement of Intent

A healthy lifestyle is central to the whole school ethos at Standens Barn Primary. Our motto is '**My Best, Your Best, Our Best**'; and the word **BEST** represents our core values - **B**rave, **E**nthusiastic, **S**afe and **T**houghtful. These core values are used to promote physical and emotional well-being through a series of school, year group and class assemblies. BEST is also the foundation of our Behaviour Policy and teachers make links to our core values across the curriculum whenever it is relevant. The children also set themselves BEST targets where they have to reflect on our core values and try to improve aspects of their behaviour to ensure that both they and others are able to lead happier, healthier lifestyles. The children have a clear understanding of BEST and talk about our core values with confidence.

Standens Barn Primary School is committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. **Bullying of any kind is unacceptable at our school.** If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively.

We are a **TELLING** school. This means that anyone who knows that bullying is happening is expected to tell the staff. With the consultation of pupils (school council) parents and staff this strategy was adopted and is given to the children as the **STOP** method;

which is **Start Telling Other People.**

And this is linked by the idea that bullying is **Several Times On Purpose.**

## What Is Bullying?

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

Examples of bullying are:

Emotional	Being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures).
Physical	Pushing, kicking, hitting, punching or any use of violence
Racist/religious/cultural	Racial/religious/cultural taunts, graffiti, gestures
Sexual	Unwanted physical contact or sexually abusive comments
Homophobic	Because of, or focussing on the issue of sexuality
Verbal	Name-calling, sarcasm, spreading rumours, teasing
Cyber	All areas of internet, such as email & internet chat room misuse Mobile threats by text messaging & calls Misuse of associated technology, i.e. camera & video facilities
SEN/Disabilities inc. appearance or health conditions related to home circumstances	Negative taunts and any of the above

## Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

We have a responsibility to respond promptly and effectively to issues of bullying.

## Objectives of this Policy

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

## Signs and Symptoms

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

- Is frightened of walking to or from school.
- Changes in their usual routine.
- Is unwilling to go to school (school phobic).
- Begins to truant.
- Becomes withdrawn anxious, or lacking in confidence.
- Starts stammering.
- Attempts or threatens suicide or runs away.
- Cries themselves to sleep at night or has nightmares.
- Feels ill in the morning.
- Begins to do poorly in schoolwork.
- Comes home with clothes torn or books damaged.
- Has possessions which are damaged or "go missing" on a regular basis (eg 2/3 times a week).
- Asks for money or starts stealing money (perhaps to pay a bully).
- Becomes aggressive, disruptive or unreasonable.
- Is bullying other children or siblings.
- Stops eating.
- Is frightened to say what's wrong.
- Gives improbable excuses for any of the above.
- Is afraid to use the Internet or mobile phone.
- Is nervous & jumpy when a cyber message is received.

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

## Procedures

1. A pupil is able to report an incidence of bullying to a member of staff
2. Pupils and/or parents who are bystanders are encouraged and have the responsibility to report any incidences of bullying that happen within school grounds.
3. Teaching staff will discuss the issue with the child when they report anything and use this information to make the next decision.
4. Inform the Head Teacher/Deputy Headteacher
5. In cases of serious bullying, staff will record the incidents.
6. In serious cases parents will be informed as soon as possible and will be asked to come in to a meeting to discuss the problem.
7. If necessary and appropriate, police will be consulted.
8. If mobile phones are used in an inappropriate manner or to bully (pictures, texts, video) the mobile phone will be confiscated.
9. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.
10. An attempt will be made to help the bully (bullies) change their behaviour.

**The person with responsibility for 'Bullying' in terms of recording and analysing patterns is the Deputy Headteachers alongside the Head Teacher. Any recurrent patterns will be shared with the appropriate teaching staff and steps will be taken to address these issues.**

## Outcomes

1. The bully (bullies) may be asked to genuinely apologise. Other consequences may take place; this may lead to a behaviour plan being put into place.
2. In serious cases, or where the plan has failed then, suspension or even exclusion will be considered.
3. If possible, the pupils will be reconciled.
4. After the incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
5. The victim will be monitored by the class teacher and if necessary further support work will be undertaken by the Family Support Worker - for example a 'Protected Behaviour Programme'

## Prevention

We will use KIDSCAPE methods for helping children to prevent bullying. As and when appropriate, these may include:

- Reinforcing the school motto and code of conduct, which are the basis for the school rules.
- Signing a home school agreement.
- Explored and reinforced during assembly.
- Having discussions about bullying and why it matters.
- During playtimes there are rotas for the playground equipment to ensure their safe and appropriate use. Young Leaders are used at lunch times alongside lunchtime staff to ensure the inclusion of all children.
- Regular work is undertaken during the school year to ensure that children are aware of what bullying is and a strong focus is taken throughout the year both in the classroom and in whole school assembly.

## **Bullying Other Than That of Child to Child**

Bullying of staff by staff is covered by the separate policy: Behaviour in the workplace for all school based staff. This indicates what will be done should a member of staff feel they are being bullied or harassed by another member of staff.

Bullying or harassment of staff by parents should be reported to the Headteacher or in the case of the Headteacher to the Chair of Governors. The Lead person will then investigate the situation and apply the same procedures as listed above. Any incidences can be reported verbally to the lead person.

## **Links to Other Policies**

The anti bullying policy is closely related to:

- Safeguarding Policy
- Behaviour in the workplace policy for all school based staff.
- Whistle Blowing Policy

## APPENDIX 1 - HELP ORGANISATIONS

Advisory Centre for Education (ACE)	<a href="http://www.ace-ed.org.uk/">http://www.ace-ed.org.uk/</a>
Children's Legal Centre	<a href="https://www.childrenslegalcentre.com/">https://www.childrenslegalcentre.com/</a>
KIDSCAPE Parents Helpline (Mon-Fri, 10-4)	020 7730 3300
Parentline Plus	0116 402 0106
ChildLine	0800 1111

Visit the Kidscape website [www.kidscape.org.uk](http://www.kidscape.org.uk) for further support, links and advice.

See also:

E -Safety Policy  
Safeguarding Policy  
SEND policy  
Staff Code of Conduct Policy