



Anti-bullying policy

This policy was approved by Governors on 5th October 2021

Adopted on 5th October 2021

This policy will be reviewed annually on or before October 2022



Christopher Pickering Primary School

Anti-bullying policy

At Christopher Pickering Primary School we do not discriminate against any child or adult on the grounds of race, disability, gender, age, gender reassignment, pregnancy, maternity, religion or belief, sex or sexual orientation. We embrace the individuality of all of our community members and comply fully with the Equality Act 2010.

1.1 Definition of Bullying

Bullying is:

- deliberately hurtful behaviour
- repeated, often over a period of time
- difficult for those being bullied to defend themselves
- often a secretive activity

1.2 Bullying may take on many forms:

- Physical – hitting, kicking, pushing, pinching
- Verbal – name-calling, insulting, making racist or other hurtful remarks, threatening, spreading unpleasant stories about someone
- Indirect – making gestures (a clenched fist), body language (a swagger)
- Exclusion – excluding someone from social groups in order to intimidate
- Extortion – forcing someone to hand something over (sweets, belongings)
- Hiding things
- Spoiling things – scribbling on work, destroying a game etc
- Online bullying – the use of ICT, particularly mobile phones and the internet to deliberately hurt or upset someone

1.3 These actions only constitute bullying if carried out consistently.

- 1.4 Encouraging other people to engage in any of these types of behaviour can also be bullying.

2 Aims and Objectives

- 2.1 Bullying is wrong and damages individual children. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable.
- 2.2 We aim, as a school, to produce a safe and secure environment where all can learn without any anxiety.
- 2.3 This policy aims to produce a consistent school response to any bullying incidents that may occur.
- 2.4 We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard the eradication of bullying in our school.
- 2.5 It is important to understand that bullying is not an odd occasion of falling out with friends, name calling, arguments or when the occasional 'joke' is played on someone. Children and young people do sometimes fall out or say things because they are upset. When occasional problems like this kind arise it is not necessarily classed as bullying unless it is done repeatedly and on purpose.

3 The role of governors

- 3.1 The governing body supports the headteacher in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the governing body does not allow bullying to take place in our school, and that incidents of bullying that do occur are taken very seriously and dealt with appropriately.
- 3.2 The governing body monitors the incident of bullying that occur, and reviews the effectiveness of the school policy regularly. The governors require the headteacher to keep accurate records of all incidents of bullying and report to the governors on request about the effectiveness of school anti-bullying strategies.
- 3.3 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 headteacher and asks her to conduct an investigation into the case and report back to a representative on the governing body.

4 The role of the school leadership team

- 4.1 It is the responsibility of the headteacher, together with the deputy head, to implement the school anti-bullying strategy and to ensure that the staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying.

- 4.2 The SLT ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The children's attention is drawn to this fact at suitable moments. For example, if an incident occurs, the headteacher may decide to use the assembly as a forum in which to discuss with other children why this behaviour was wrong, and why a pupil is being punished.
- 4.3 The SLT ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying.
- 4.4 The school set a climate of mutual support and praise success. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.
- 4.5 Victims of bullying need to be able to communicate with school staff which means that it is important to build up a feeling of trust between pupils and adults in the school. In cases of persistent bullying the Emotional Well Being Worker Team and the class teacher will work together to establish the facts and liaise with children and their parents.

5 The role of the teacher

- 5.1 This document is not a discrete policy, but must be seen as part of other policies concerned with discipline, behaviour and the personal and socials education of pupils. As such, it concerns all members of staff within the school.
- 5.2 Teachers in our school take all forms of bullying seriously and intervene to prevent incident from taking place. If staff witness an act of bullying, they do all they can to support the child who is being bullied, eg:
- Discuss with the victim. This will require patience and understanding
 - Identify the bully/bullies. Obtain witnesses, if possible, and record their response.
 - Confront the bully with the detail and ask them to tell the truth. Make it clear that bullying is not acceptable at Christopher Pickering Primary School
 - Record the incident on CPOMS and alert the safeguarding/bullying lead
 - Inform the parents of both the alleged victim and perpetrator
 - Investigate fully
 - Inform the headteacher
 - Outcome – use age appropriate sanction (refer to the good behaviour policy), support group approach.
 - Continue to monitor the victim and record all actions and outcomes on CPOMS
 - Involve external agencies, if necessary

- As a last resort, if the incident(s) still continue, the school may utilise the behaviour policy.

6 The role of pupils

- 6.1 Children must know that bullying is wrong and that it is unacceptable behaviour in our school and the community at large.
- 6.2 We expect children to respect one another and to adopt a responsible and caring attitude towards their peers. They are encouraged to be a 'good friend' to recipients of hurtful behaviours.
- 6.3 Children are encouraged to report all incidents of bullying, either involving themselves or others. They must understand that they will be taken seriously and that appropriate action will be taken.
- 6.4 Children are also encouraged to take an active part in the prevention of bullying using a range of strategies, eg: jigsaw, themed assemblies, class circles, peer support, national events (anti bullying week/online safety week)

7 Parents

- 7.1 Parents have a responsibility to support the schools anti-bullying policy and to actively encourage their child to be a positive member of the school. They agree to this through the acceptance of the home-school agreement.
- 7.2 If you think your child is being bullied you should talk to the teacher, or a member of the SLT team as soon as possible.
- 7.3 Advice for parents:

Notice the following:	Action:
If your child is seeking more/less attention	Take the matter seriously
Not wanting to come to school	Make a diary of incidents
Having frequent minor illnesses	Help your child deal with the situation
Any bruises or torn clothing	Do not approach the bully
Becoming withdrawn	Do not tell your child to fight back
Any change in behaviour	Contact the school

- 7.4 If parents/carers are not satisfied with the response to any report of bullying, they should contact the headteacher or deputy headteacher. If they remain dissatisfied, they should follow the school's complaints procedures.

8 Managing online bullying

- 8.1 Many young people and adults find themselves using the internet and mobile phones a positive and creative part of everyday life. Unfortunately, technologies can also be used negatively. When children are the target of bullying via mobile phones, gaming or the internet, they can often feel very alone, particularly if the adults around them do not understand cyber bullying and its effects. A once previously safe and enjoyable activity can become threatening, harmful and a source of anxiety.
- 8.2 It is essential that children, young people, organisations and parents/carers understand how online bullying is different from other forms of bullying, how it can affect people and how to respond and combat misuse. Promoting a culture of confident users will support innovation and safety.
- 8.3 Schools have the power to discipline the pupils for misbehaving outside the school premises 'to such an extent as is reasonably possible'. This can relate to any bullying incidents occurring anywhere off the school premises, such as on school or public transport, outside the local shops, or in the city centre.
- 8.4 Child net have produced resources and guidance that can be used to give practical advice and guidance on online bullying: <http://www.digizen.org/>
- 8.5 Other useful websites include:
- **Childline:** www.childline.org.uk
 - **Kidscape:** <https://www.kidscape.org.uk>
 - **Anti-bullying alliance:** <https://anti-bullyingalliance.org.uk/>
 - **Headstart Hull:** <https://www.howareyoufeelin.org.uk>
- 8.6 Online bullying (along with all forms of bullying) will not be tolerated. There will be clear procedures in place to support anyone affected by online bullying. All incidents of online bullying reported to school will be recorded on our CPOMs system under E-safety.
- 8.7 There will be clear procedures in place to investigate incidents or allegations of online bullying:
- Children and young people, staff/volunteers and parents/carers will be advised to keep a record of bullying as evidence.
 - We will take steps to identify the bully, where possible, such as examining system logs, identifying and interviewing possible witnesses, and contacting the service provider and the police, if necessary.
- 8.8 Sanctions for those involved in online bullying may include:
- The bully will be asked to remove any material deemed to be inappropriate or offensive
 - A service provider may be contacted to remove content
 - Internet access may be suspended for the user for a period of time

- Parents/Carers will be informed
- The police will be contacted if a criminal offence is suspected.

9 Monitoring and review

- 9.1 This policy is monitored regularly by the headteacher, who reports to governors about the effectiveness of this policy on request.
- 9.2 This anti-bullying policy is the governors' responsibility and they regularly review its effectiveness. They do this by examining CPOMs, and by discussion with the headteacher.

10 Links to other policies

- SEND
- Single Equality Scheme
- Safeguarding policy
- Relationships and sex education policy
- Physical intervention
- Behaviour policy
- Attendance
- Complaints
- Online safety
- Equality and Diversity