



Huyton with Roby CE Primary School

Policy For Anti Bullying and Anti Discrimination

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Introduction

We acknowledge the Schools Standards and Framework Act 1998 that clearly states that all schools must have in place an Anti-Bullying Policy that outlines procedures in order to prevent bullying among pupils.

We have a duty of care to protect pupils from bullying as part of our responsibility to provide a safe, secure, caring and friendly school environment for all the children in order to protect them from those who wish to deliberately hurt them either physically or emotionally

Under no circumstances will we tolerate any form of bullying and all incidents of bullying will be dealt with promptly and effectively.

We wish to work closely with the School Council and to hear their views and opinions as we acknowledge and support Article 12 of the United Nations Convention on the Rights of the Child that children should be encouraged to form and express their views.

Aims and Objectives

- To develop a school environment that is both safe and secure for all pupils.
- To have in place established systems that will deal with incidents of bullying
- To develop confident children who will notify staff of any incidents of bullying.
- To inform everyone connected with the school of the schools anti-bullying policy
- To become a “telling school”

Our priorities are that:

- Records are kept of all incidents of bullying
- Children will feel safe in school.
- Their parents/carers will have confidence in school policies and practice
- All staff will be familiar with and implement school policy and procedures and know the responsibilities of each person in the eradication of bullying.
- Bullying will be reduced in our school
- Incidents will be dealt with effectively and consistently with sanctions given if appropriate, refer to school behaviour policy.
- Dissatisfaction and conflict between children and young people, schools and parents/carers will be avoided.
- Children are actively discouraged from fighting back
- Children’s views are taken seriously and acted upon by both the staff and the children.

Definition of Bullying

• We define bullying as action that is:

Consistent and persistent, i.e. repeated

Intentional, i.e. that the target will be harmed

Power/control, i.e. the perpetrator finds a weakness/ vulnerability

Unprovoked, i.e. not revenge driven

• **Bullying can take any of these main forms:**

Physical (hitting, kicking, theft)

Verbal (name calling including using racist, homophobic or disability remarks)

Racial, sexual or homophobic bullying.

Emotional – threatening, intimidating or humiliating someone

Indirect (spreading rumours, excluding someone from social groups)

Cyber Bullying – bullying that happens on line.

Bullying someone because they have a disability.

Pupils who are being bullied may show changes in behaviour, and they may:

- Be scared to walk to and from school
- Refuse to go to school
- Concentrate less in class
- Be reluctant to go out to play
- Cling to adults in the playground
- Begin hurting others for no apparent reason
- Complain of hunger
- Have unexplained injuries
- Become withdrawn, distressed or anxious
- Refuse to say what the problem is
- Have possessions that go missing regularly

- Have nightmares
- Give unlikely excuses to explain any of the above
- Try to be like their peer group (i.e. operating below their academic ability)

The role of pupils

- Children are invited to tell us their views about a range of school issues, including bullying, through annual pupil questionnaires and through the school council meetings, PSHE sessions in class. (Personal, Social, Health Education)
- Pupils are also encouraged to talk about any concerns or worries they have.

These comments are listened to by the Pastoral Care Manager, teachers or support staff who will then decide on a course of appropriate action.

- Any child who is worried about the behaviour of another child towards them must tell a member of staff, who they trust, as soon as possible in order that we can become a telling school.
- Firstly by class teacher / support staff who will then inform the Pastoral Care Manager/team.

The role of parents

- Parents, who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher or the Pastoral Care Manager.
- If they are not satisfied with the response, they should contact the key stage leader, Pastoral Care Manager or Headteacher.
- If they remain dissatisfied, they should follow the school's complaints procedure, details from the school office staff.
- Parents have a responsibility to support the school's anti-bullying policy, actively encouraging their child to be a positive member of the school.
- Parents have the responsibility to work positively with the adults in school to resolve any bullying issues concerning their children.

The role of Teachers and Support Staff

- All the staff in our school to take all forms of bullying seriously, and to actively promote positive behaviour in order to prevent it from taking place.

- All staff to promote an ethos of “a telling school,” in which every child feels confident that by telling, the bullying will not get any worse and actually, will stop.
- All staff to use the “no blame” approach to encourage children to speak openly about any incidents they perceive as bullying.
- All staff, particularly the class teacher to monitor the behaviour of both the “victim” and the “bully” after reported bullying incidents.
- All staff to follow the procedures as laid out in the class behaviour log
- All class teachers to ensure that all relevant information regarding any bullying issues are passed on to the children’s new class teacher at the end of year handover sessions.
- All class teachers to keep parents regularly updated and informed of all relevant bullying issues regarding their children.
- All staff to follow procedures as set out later in this policy.

The role of the Headteacher

- It is the responsibility of the Headteacher to implement the school anti-bullying policy, and to ensure that all staff (both teaching and support staff) are aware of it, and know how to identify and deal with incidents of bullying.
- The Headteacher to inform chair of governors and member(s) of leadership team of any serious bullying issues in school.
- The Headteacher delegates to the leadership team the responsibility to ensure that all teaching and support staff receive training to enable them to identify and deal with all incidents of bullying.
- The Headteacher and the leadership team set the school climate of mutual support and praise for success, so making bullying less likely.

The role of Governors

- The Governors will be informed of very serious incidents of bullying by the Headteacher or her designated deputy.

Procedures for teachers and support staff to follow in dealing with issues of bullying

- All staff will respond calmly and consistently to all allegations and incidents of bullying at school. They will be taken seriously by all staff and be dealt with impartially and promptly.

All those involved will have the opportunity to be heard.

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:

- **When children report incidences of bullying to any member of staff.**

Staff **should never promise to keep it a secret** and it is essential that they inform the Pastoral Care Manager/team and their line manager and in very urgent circumstances Headteacher/ Deputy Headteacher or Pastoral Care Manager of the incident on the day it was reported to them

- Staff will talk to the “victim(s)” about the bullying incident and assess how they feel, then take the appropriate action.
- Staff will make sure the victim(s) feels safe.
- Appropriate advice will be given to help the victim(s).
- Staff will listen and speak to all children involved about the incident separately and will make a concise written record, see the bullying incident form, of the conversations. Copies will be given to the Pastoral Care Manager, SENCO, Headteacher and children’s class teacher and this information will form part of the handover information as children move classes.
- Parents to be informed of all bullying issues by the class teacher via telephone call or letter or invited into school by the class teacher.
- Parents, the class teacher and Pastoral Care Manager will work in partnership to ensure that the children overcome any issues related to bullying and agree to meet regularly to discuss and share information regarding any related bullying issues.
- The problem/s will be identified and possible solutions suggested.
- Staff will attempt to adopt a problem solving approach which will move children on from them having to justify their behaviour.
- Appropriate action will be taken quickly to end the bullying behaviour or threats of bullying, by the class teacher, in consultation with their line manager and the Pastoral Care Manager.
- Staff will reinforce to the bully that their behaviour is unacceptable.

- The bully (bullies) may be asked to genuinely apologise. Other consequences may take place and appropriate sanctions applied. See later in the policy.

- **If possible, the pupils will be reconciled.**

- An attempt will be made, and support given, to help the bully (bullies) understand and change his/her/their behaviour.

- **In cases where children's bullying issues cannot be reconciled**, the incidents will be recorded by staff and their team leader on the standard Incident Report Sheet. All reports will be kept in a file in the Head teacher's welfare file and in class teachers' behaviour record book.

- After the incident has been investigated and dealt with, each case will be monitored and parents informed of the outcomes to ensure repeated bullying does not take place.

- If necessary and appropriate, the Child Protection Officer in school, Social Care or police will be consulted.

The following sanctions may be used:

- Apologies made to the victim(s) verbally or in writing

- Lose playtimes and lunchtimes (stay with staff member and complete tasks as set by class teacher)

- Parents will be invited in to school to meet with the class teacher and/or a member of the Senior Leadership Team.

- Go on a behaviour plan/ target card as compiled by Class teacher/Pastoral Care Manager/SENCO/Head or Deputy Headteacher's.

- Be removed from class and work in another part of the school building.

- Report to the Headteacher, Deputy Headteacher, Pastoral Care Manager or key stage leader

- Be withdrawn from participation in school visits, clubs and events not essential to the curriculum.

- Fixed term exclusion

- Permanent exclusion

Support for the victim(s) of bullying:

- The Pastoral Team to work with the victim(s) and their parents to ensure that the children feel safe in school.

- The class teachers and the parents of the victims to formulate a joint short term plan that keeps the victim's families fully informed of their children's welfare and safety in school. This plan can be extended if either the teachers or the parents feel it is necessary.

Strategies for the prevention and reduction of bullying

- Whole school 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:
 - Each class agreeing on their own set of class rules
 - Awareness raising through regular anti-bullying assemblies
 - PHSE (Personal, Health & Social Education) scheme of work, including SEAL resources, from Nursery to Year 6 used to support this policy
 - Circle time on bullying issues
 - Setting up of a circle of friends support network where a small group of children volunteers to help and support an individual experiencing difficulties
 - Children writing stories and poems and drawing pictures about bullying
 - Children being read stories about bullying
 - Using drama activities and role-plays to help children be more assertive and teach them strategies to help them deal with bullying situations
 - Prominently displaying anti-bullying posters produced by the children around the school
 - Introducing playground improvements and initiatives
 - Participating in National Anti-bullying week