



# Balby Central Primary School

## Policy for Anti- Bullying

**Date of Policy: December 2015 (Updated June 2017)**

**Approved by the Governors:**

**Review Date: September 2018**

## Our Aims

Our aims for all children at Balby Central Primary Academy is that our children;

- feel safe and happy
- have high self-esteem
- are self confident
- value everyone in the school community for his/her own unique self
- achieve their potential - socially and academically
- understand that all bullying will be challenged
- know that they will be supported if they are bullied

We work to raise awareness of anti-bullying through personal, social, health and emotional education. We promote anti-bullying weeks in school and encourage children to consider their own behaviour, strategies to react to situations and how to positively manage relationships.

At Balby Central Primary Academy we are committed to safeguarding the emotional well being of all our pupils and we aim to create an ethos that ensures our pupils are able to reach their full potential in a safe, supportive and caring environment. It is our aim that all members of the school community are respected and accepting of diversity.

As a school we all work together to ensure every pupil, parent and member of staff understands our anti-bullying policy, and implements it effectively. We believe we should all help build a caring school where we all say, know and understand that any form of bullying is unacceptable. We tackle all incidences of bullying seriously and it is our duty as a whole school community to take measures to prevent and tackle any bullying, harassment or discrimination.

We actively promote values of respect and quality and work to ensure that difference and diversity is celebrated across the whole school community. We want to enable our pupils to become responsible citizens and prepare them for life in the 21<sup>st</sup> Century. These values reflect those that will be expected of our pupils by society, when they enter secondary school and beyond in the world or work or further study.

We are committed to improving our school's approach to tackling bullying and regularly monitor, review and assess the impact of our preventative measures.

## Definition of Bullying

Bullying is a hurtful or unkind behaviour which is deliberate and repeated. Bullying can be carried out by an individual or a group of people towards an individual or group. The STOP acronym can be applied to define bullying- **S**everal **T**imes **O**n **P**urpose.

*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

- Religion or Belief
- Culture or class
- Gender (sexist bullying)
- Sexual Orientation (homophobic or biphobic bullying)
- Gender identify (transphobic bullying)
- Special Educational Needs or disability
- Appearance or health conditions
- Related to home or other personal situations
- Related to another vulnerable group of people

**No form of bullying will be tolerated and all incidents will be taken seriously.**

### How do we recognise bullying?

Children are encouraged to report any incidents that cause them distress. Adults working in the school should be aware of any changes evident in the child's / children's behaviour through observation and discussion which may be an indication that he / she is being bullied. Particular signs we would look for may include:

<ul style="list-style-type: none"> <li>● be frightened of walking to and from school</li> <li>● change their usual route</li> <li>● not want to go on the school bus</li> <li>● beg you to drive them to school</li> <li>● be unwilling to go to school (or be 'school phobic')</li> <li>● feel ill in the mornings</li> <li>● begin truanting</li> <li>● begin doing poorly in their school work</li> <li>● come home regularly with clothes or books destroyed</li> <li>● come home starving (bully taking dinner money)</li> <li>● become withdrawn, start stammering, lack confidence</li> </ul>	<ul style="list-style-type: none"> <li>● cry themselves to sleep, have nightmares</li> <li>● have their possessions go missing</li> <li>● ask for money or start stealing (to pay the bully)</li> <li>● continually 'lose' their pocket money</li> <li>● refuse to talk about what's wrong</li> <li>● have unexplained bruises, cuts, scratches</li> <li>● begin to bully other children, siblings</li> <li>● become aggressive and unreasonable</li> <li>● give improbable excuses for any of the above</li> <li>● become distressed and anxious, stop eating</li> <li>● attempt or threaten suicide</li> </ul>
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It is the responsibility of the whole school community to report any incident of bullying.

### How do we deal with 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, the anti-bullying lead (Laura Talbot) or any other teacher.
- Tell an Anti-Bullying Ambassador, who in turn, can help them tell a teacher or staff.
- Tell any other adult in school- such as lunchtime supervisors, learning support assistants or the school office.
- Call ChildLine to speak to someone in confidence 0800 1111

## **Reporting Bullying**

**STAFF:** All staff, both teaching and non-teaching 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. Laura Talbot is the anti-bullying lead within school.

**SENIOR STAFF:** The senior leadership team (SLT) and the headteacher have an overall responsibility for ensuring that 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 young people.

**PARENTS AND CARERS:** 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 the bullying. 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 target and, if possible, help them to tell a trusted adult.

If there was an instance when a parent was not happy with our procedure for dealing with bullying then parents are advised they should contact the Chair of Governors.

### **How do we raise awareness about bullying?**

Using the SMSC program (Jigsaw PSE) children are given the opportunity to complete different activities that focus on anti bullying as part of the curriculum. A group of children in school are also trained as Anti-Bullying Ambassadors and promote the school ethos of mutual respect and diversity. As a school we also take part in the nationally recognised Anti-Bullying Week.

## **Responding to bullying**

**When bullying has been reported, the following actions will be taken:**

- Staff will record the bullying in CPOMS.
- SLT will monitor the reported incident and evaluate the results.
- Designated school staff will produce termly reports which will be reported to governors.
- Staff will offer support to the target of the bullying in discussion with the pupils 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.
- Staff will proactively 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 plan of action.
- Staff will assess whether any other authorities (police or local authority) need to be involved, particularly where actions take place outside school.

## **Bullying outside school**

Bullying is unacceptable and will not be tolerated, whether it takes place inside or outside of school. Bullying can take place on the way to and from school, before or after school hours, at the weekends or during the holidays, or in the wider community. The nature of cyber bullying in

particular means that it can impact on pupils' well-being beyond the school day. Staff, parents and carers, and pupils must be vigilant to bullying outside the school and report and respond accordingly to their responsibilities as outlined in this policy.

### **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 challenged by staff and recorded and monitored on CPOMS and follow up actions and sanctions, if appropriate, will be taken for pupils and staff found using any such language. Staff are also encouraged to record the casual use of derogatory language using informal mechanisms such as a classroom log.

### **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.

### **School initiatives to prevent and tackle bullying**

We use a range of measures to prevent and tackle bullying including:

- A child-friendly anti-bullying policy displayed in classrooms ensures all pupils understand and uphold the anti-bullying policy
- The PSHE programme of study includes opportunities for pupils to understand about different types of bullying and what they can do to prevent and respond to bullying
- School assemblies help raise pupils' awareness of bullying and derogatory language
- Difference and diversity are celebrated across the school through diverse displays, books and images. The whole school participates in events including Anti-Bullying Week, Black History Month and LGBT History Month
- The school values of equality and respect are embedded across the curriculum to ensure that it is as inclusive as possible
- Stereotypes are challenged by staff and pupils across the school
- Anti-Bullying Ambassadors offer support to all pupils, including those who may have been the target of bullying
- Restorative justice programmes provide support to targets of bullying and those who show bullying behaviour
- Pupils are continually involved in developing school-wide anti-bullying initiatives through consultation with groups, for example through the school council and through the anti-bullying survey. Working with parents and carers, and in partnership with community organisations, to tackle bullying where appropriate