



ANTI-BULLYING POLICY

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**Stapleford Abbotts Primary Academy
Anti-Bullying Policy**

Statement of Intent/Introduction

Stapleford Abbotts Primary Academy is committed to providing a safe, secure and friendly environment for everyone. All aspects of bullying are unacceptable at our school. We do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable. If bullying does occur, all pupils and staff know that incidents will be dealt with promptly and effectively. All members of our school community will be vigilant in recognising what types of bullying there are and, when it takes place, deal with it thoroughly and with sensitivity. This is a working document designed to enhance the development of positive relationships between children, adults working in school, parents and other members of the wider school community.

Context

This policy has been created in accordance with the guidelines to schools. The guidelines have been set up as a response to The Children's Act 2004, and has the responsibility for developing strategy, policy and practice with regard to bullying.

Objectives of this policy

- All governors, teaching and non-teaching staff, pupils and parents, will have an understanding what constitutes bullying and how to deal with it
- All governors teaching and non-teaching staff, 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 will be supported when bullying is reported
- Any types of bullying will not be tolerated

Outcomes:

- The bully (bullies) may be asked to genuinely apologise. Other consequences may take place •
In serious cases, suspension or exclusion will be considered
- Where possible, the pupils will be reconciled
- After the incident/incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place

What is Bullying?

Bullying is any deliberate, hurtful, frightening or threatening behaviour by an individual or a group towards other people. Bullying results in worry, fear, pain and distress to the victims.

It is persistent and repeated over a period of time as,

- Physical: pushing, kicking, hitting, pinching, throwing stones, biting, spitting, taking and hiding somebody's things or any other forms of violence
- Verbal: name calling, sarcasm, spreading rumours, threats, teasing, making rude remarks, making fun of somebody
- Emotional: being unfriendly, excluding, tormenting, humiliating
- Racist: racial taunts, graffiti, making fun of religion or culture
- Sexual: unwanted physical contact, sexually abusive remarks
- Homophobic: because of or referring to sexuality
- Online/cyber: setting up 'hate web sites', sending offensive text messages, emails and abusing the victims via their mobile phones.
- SEN: any unfavourable or negative comments, gestures or actions made to someone relating to their disability or special educational needs

Bullying is not:

- The odd occasion of falling out with friends
- Arguments
- When the occasional trick or joke is played on someone

The Prevention of Bullying

It is the responsibility of all staff within the school to maintain the ethos and discipline codes which have been agreed. Staff must provide good role models for children to develop an understanding of their own self-discipline.

Therefore, at Stapleford Abbots Primary Academy we are committed to:

- Giving praise
- Making a distinction between wanting to eradicate bad behaviour whilst valuing the child •

Drawing attention to good behaviour

- Giving clear reminders of expected behaviour
- Teaching and modelling good manners and behaviour
 - Integrating the theme of bullying through the PSHE curriculum and the Anti-Bullying Week
- Creating class and whole school rules which promote positive behaviour and age-related expectations
- The prevention of cyber-bullying which includes rules for safe use of the internet and other media.

Staff are expected to treat one another with respect. If a member of staff experiences any type of bullying by children or adults, this should be reported immediately to the Head teacher.

Staff Responsibilities

All staff need to:

- Know the agreed definition of bullying
- Beware of stereotyping
- Take any incidence of bullying seriously
- Record and date any reported bullying incidents
- Be vigilant when on duty of behaviour in all areas of the playground
- Use the facility of the **reflection** room at lunchtimes for children who need to consider their behaviour
- Reinforce that a bullying behaviour is unacceptable and where possible try to reconcile the children involved.
- Consult the SENCO for advice on how to support children in changing their behaviour •

Following any bullying incident continue to monitor the children involved

- Adopt a problem-solving approach to move the children involved in any bullying incident forward
- Report incidents of bullying to the Head teacher
- Where necessary and appropriate, the Child Protection Officer, Social Services or the Police will be consulted.

Bullying of children with special educational needs

Stapleford Abbots Primary Academy is an inclusive school. We provide a secure safe and stimulating environment where everyone is valued. As a school we make provision for children with learning and physical disabilities and/or communication difficulties. Staff are made aware of these children's vulnerability, particularly to bullying.

We recognise that high attainers, gifted or talented pupils are sometimes affected by bullying and as such the incidents will be taken seriously.

Sanctions that may be used where bullying has been identified

The following sanctions are progressive steps which will be applied in instances of bullying where circumstances allow and at the discretion of the Headteacher:

- Internal break-time and lunchtime exclusion
- Fixed term exclusion
- Permanent exclusion

Monitoring and evaluation of the policy

- To ensure the policy is effective, it will be regularly monitored and evaluated annually •

Serious incidents will be reported to the Headteacher

- Information for pupils being bullied is outlined in Appendix A. Information for parents and families is outlined in Appendix B
- Reminders will be sent to parents/children on a regular basis

Websites to support staff

Staff and pupils following these guidelines will realise their entitlement to stay safe.

Anti-Bullying Alliance (ABA) — A unique coalition of over 60 organisations, working together to stop bullying. ABA runs an Anti-Bullying Week with a focus on schools, in mid-November each year. Full details of this can be found on their website

www.antibullyingalliance.org.uk

ABA Audit Toolkit

Designed to help schools survey, report and make informed responses to bullying incidents. Consists

of a guidance document and questionnaires for children, young people, staff and parents/carers,
www.anti-bullyingalliance.org.uk/Page.asp?originx_4237co4721421398769ul7h_2007627412x

ABA Bystander teaching activity

Prepared for Anti-Bullying Week 2006, this teaching activity is for Year 5 upwards and focuses on the role of the bystander and strategies for intervention www.anti-bullyingalliance.org.uk/downloads/pdf/bystanders_session.pdf

ABA Are you talking to me?

Guidance on how to effectively involve children and young people in anti-bullying work, including models for consultation and participation www.anti-bullyingalliance.org.uk/downloads/pdf/areyoutalkingtome.pdf

Beat Bullying — Working with children and young people to devise anti-bullying strategies
www.beatbullying.org

Bully Free Zone—Anti-bullying charity committed to peer support approaches
www.bullyfreezone.co.uk

Bullying Online - Advice for children, young people, staff and parents/carers www.bullying.co.uk

Childline & NSPCC — Information and support on bullying and safety, including the CHIPS national peer mentoring programme

www.nspcc.org.uk

Checkpoints for schools: towards a non-violent society

Designed to help provide a framework for a whole school approach to behaviour and its relationship to learning

www.nspcc.org.uk/inform/publications/downloads/checkpointsforschools_wdf48162.pdf

Childline in Partnerships (CHIPS) - Promotes peer support in over 700 schools in the UK
www.childline.org.uk/Schools.asp

Children's Legal Centre - Bullying: a guide to the law www.childrenslegalcentre.com

Department for Children, Schools and Families — Core guidance (Safe to Learn) and supporting guidance relating to particular forms of victimisation are available for download as complete documents, and all are designed to be web-accessed in easy to use sections
www.dfes.gov.uk/bullying

www.teachernet.gov.uk/wholeschool/behaviour/tacklingbullying

Mencap — The UK's leading learning disability charity, campaigning against bullying
www.dontstickif.org.uk

MissDorothy.Com — Provides a programme to promote personal safety in children aged 4 —11
www.missdorothy.com

National Healthy Schools Programme www.healthyschools.gov.uk

SEAL

www.teachernet.gov.uk/seal

UNICEF

www.unicef.org.uk/tz/feocher_support/rrs_award.asp

Appendix A

Guidelines for children

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.

- Don't blame yourself for what is happening.
- Don't suffer in silence.
- Never be afraid to tell someone about it.
- Be assertive - stand up to them, look at them directly in the eye, tell them to stop and mean it.
- Stay within sight of an adult on school premises if you feel unsure.
- 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 – what is making you unhappy.
- If you are scared, ask a friend to go with you when you tell an adult.
- If you don't feel you can talk to someone about it, write it down and give it to an adult.
- When you tell an adult about the bullying give them as many facts as you can (What? Who? Where? When? Why? How?).
- Keep a diary of what's been happening and refer to it when you tell someone.

What can you do if you see someone else being bullied? (The role of the bystander)

Ignoring bullying is cowardly and unfair to the victim. Staying silent means the bully has more power.

If you find yourself witnessing an incident these are ways you can help:

- Don't smile or laugh at the situation.
 - Don't rush over and take the bully on yourself.
 - Don't join in.
 - If safe to do so, encourage the bully to stop bullying.
 - If you can, let the bully know you do not like his or her behaviour.
 - Shout for help if it appropriate.
 - Let the victim(s) know that you are going to get help.
 - Tell a member of staff as soon as you can.
 - Try and befriend the person being bullied.
 - Encourage the person to talk to someone and get help.
 - Ask someone you trust about what to do.
 - If you don't feel you can talk to someone about it, write it down and give it to an adult. •
- Don't give your e-mail or mobile phone to anybody.

IF YOU FOLLOW THIS ADVICE YOU WILL KEEP YOURSELF SAFE

Support websites and contacts

Child help line

www.ChildLine.org.uk Free and confidential **helpline** for **children** & young adults in the UK

Kidscape - Advice for children, young people and adults www.kidscape.org.uk **Need2know** —
information and advice for children and young people www.need2know.co.uk

Young Minds - national charity committed to improving the mental health of all children and young people www.youngminds.org.uk

Appendix B

Information for parents and families

Explain types of bullying? Sexual, physical, verbal, emotional, racist, homophobic, Cyber, SEN

Every school is likely to have some problem with bullying at one time or another. Our school, by law, has an anti-bullying policy, and will use it to reduce and prevent bullying.

Bullying behaviour has been detailed in this document.

Parents and families have an important part to play in helping schools deal with

bullying. They need to discuss with their family what types of bullying there are.

Firstly, discourage your child from using bullying behaviour at home or elsewhere. Show how to resolve difficult situations without using violence or aggression and celebrate people's differences. Explain bullying happens over a sustained period of time and is not a falling out.

Secondly, children who are experiencing anxiety often relate it by complaining about stomach aches, headaches or irritability. Talk to your child about their school day. If you are worried contact the school directly.

If your child has been bullied:

- talk calmly to your child about it
- make a note of what your child says and keep a diary over a period of time. •
- reassure your child that telling you about the bullying was the right thing to do •
- explain that any further incidents should be reported to a teacher immediately •
- make an appointment to see your child's class teacher
- explain to the teacher the problems your child is experiencing

Talking to teachers about bullying

- be as specific as possible about what your child says has happened - give dates, places and names of other children involved
- ask if there is anything you can do to help your child or the school
- stay in touch with the school — let them know if things improve as well as if problems continue
- If appropriate make an appointment to meet the Head teacher,

If your child is bullying other children

- talk to your child, explaining that prejudice and bullying is unacceptable and makes others

unhappy

- discourage other members of your family from bullying behaviour or from using aggression or force to get what they want
- show your child how to join in with other children without bullying and how to acknowledge differences
- make an appointment to see your child's class teacher
- give your child lots of praise and encouragement when they are cooperative or considerate to other people

Resources for parents and families about bullying:

ALEXANDER, J. Your child bullying: Practical and easy-to-follow advice. Element Books, 1998

ELLIOTT, M. 101 ways to deal with bullying — A guide for parents. Hodder and Stoughton, 1997

KIDSCAPE Keeping safe: A practical guide to talking with children, Kidscape, 2 Grosvenor Gardens, London SW1W 0DH, 1990

LAWSON, S. Helping children cope with bullying. Sheldon Press, 1994

LINDENFIELD, G. Confident children: A parents' guide to helping children feel good.

Beat Bullying - Working with children and young people to devise anti-bullying strategies
www.beatbullying.org

Bully Free Zone - Anti-bullying charity committed to peer support approaches
www.bullyfreezone.co.uk

Bullying Online - Advice for children, young people, staff and parents/carers www.bullying.co.uk

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Mencap — The UK's leading learning disability charity, campaigning against bullying. www.dontstickit.org.uk

MissDorothy.Com — Provides a programme to promote personal safety in children aged 4 —11.

www.missdorothy.com

Need2know — information and advice for children and young people. www.need2know.co.uk

Parentlineplus — A national charity that works for and with parents/carers, and offers advice and resources around bullying. www.parentlineplus.org.uk

UNICEF. www.unicef.org.uk/fz/feocher_support/rrs_award.asp

Young Minds - national charity committed to improving the mental health of all children and young people. www.youngminds.org.uk