



*"Show me your way, Lord teach me your paths." Psalms (25.4)*

## ANTI-BULLYING POLICY (KIDSCAPE ADVISED)

### Statement of Intent

We are 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. This policy reflects the guidelines set out in the Equalities Act 2010.

### 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.

Bullying can be:

Emotional	being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
Physical	pushing, kicking, hitting, punching or any use of violence
Racist	racial taunts, graffiti, gestures
Sexual	unwanted physical contact or sexually abusive comments
Homophobic, biphobic or transphobic	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.
Disability	being abused due to physical, mental disabilities or impairments

Bullying is persistently demonstrating the above over a period of time against one person by someone else or a group of people.

## **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.

Schools 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 will 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
- doesn't want to go on the school / public bus
- begs to be driven to school
- changes 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 school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- 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. Report bullying incidents to staff
2. In cases of serious bullying, the incidents will be recorded by staff
3. In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem
4. If necessary and appropriate, police will be consulted
5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
6. An attempt will be made to help the bully (bullies) change their behaviour

## **Outcomes**

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

These disciplinary measures will be applied fairly, consistently and reasonably taking into account of any special educational needs that pupils may have or any needs of vulnerable pupils. The school will also investigate the motivation for any bullying and work with the bully on the aspects found to ensure there is no repeat of the actions. Parents will be involved throughout the process. Parents should also be aware that the school takes bullying very seriously and will not tolerate bullying of any description either within school or outside of school (when reported to members of staff and evidence of bullying found). This includes cyberbullying both on and off the school premises.

All pupils will be aware of the policy and procedures taken when bullying is identified. Staff will have update training on anti-bullying procedures and how to resolve issues. The school may also involve the local PSCOs in working with the pupils on anti-bullying messages and actions.

## **Prevention**

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

- writing a set of school rules
- signing a behaviour contract
- writing stories or poems or drawing pictures about bullying
- reading stories about bullying or having them read to a class or assembly
- making up role-plays (or using KIDSCAPE role-plays)
- having discussions about bullying and why it matters

Almondsbury CE Primary School will create an ethos of good behaviour where everyone is treated with respect because we all know that is the right way to behave. Values of respect, understanding the value of education and a clear understanding of how these affect our actions permeate the whole school.

## **How children can help themselves**

### **What should I do?**

- Tell your parents and/or an older brother or sister
- Tell an adult in school
- Stand up straight
- Look the bully in the eye

- Walk away without saying a word

This may make the bully stop as they are not getting a reaction from you. If it continues say a very loud 'NO!', 'GO AWAY!', 'LEAVE ME ALONE', 'DON'T BULLY ME'.

The pupils at the school have designed their own Anti-Bullying posters, which are displayed around the school. These aid other pupils in their decision making and support them when they feel they are the victims of bullying.



## KS2

- **B**e friendly to everyone.
- **T**ake responsibility for everything you do.
- **I**nclude others who want to join in.
- **A**ccept everyone for who they are.













## KS1

- **K**ind hands
- **K**ind words
- **H**elp others
- **A**ccept others











## Suggestions for Parents

- If you are worried that a child is being bullied, ask them directly
- Be aware of the signs and symptoms of bullying
- Don't agree to keep the bullying a secret
- If it is school bullying, talk to staff that you trust
- Ask to see the Anti-bullying policy
- Help children practice the strategies taught such as saying 'NO!' and walking away with confidence
- Give children a chance to vent their feelings about being bullied
- Arrange to meet your child if the bullying is on the journey to or from school
- Check that the child is not inadvertently encouraging bullying because of some habit that could be corrected
- Keep a written log of events or incidents
- Invite other children to your home to develop further friendship groups.

## HELP ORGANISATIONS:

Advisory Centre for Education (ACE)	0300 0115 142
Children's Legal Centre	0845 345 4345
KIDSCAPE Parents Helpline (Mon-Fri, 10-4)	020 7823 5430
Family Lives (previously Parentline Plus)	0808 800 2222
Youth Access	020 8772 9900
Bullying Online	<a href="http://www.bullying.co.uk">www.bullying.co.uk</a>
Kidscape website	<a href="http://www.kidscape.org.uk">www.kidscape.org.uk</a>
Childline	0800 1111
Childline website	<a href="http://www.childline.org.uk">www.childline.org.uk</a>
Equalities Act 2010	<a href="http://www.gov.uk">www.gov.uk</a>

Reviewed November 2022