



“Show me your way, Lord teach me your paths.” Psalms (25.4)

ANTI-BULLYING POLICY (based on advice from Kidscape and Anti-Bullying Alliance)

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. The policy should also be read in conjunction with the school’s Behaviour Policy which is based on a relational approach and restorative conversations and justice.

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.

We recognise that many children and young people will experience conflict in their relationships with other children and young people and as a school we are committed to developing empathy and the skills to manage relationships in a peaceful way that

does not harm others. In Almondsbury CE Primary School, our definition of bullying is: "The repetitive, intentional hurting, physically or emotionally, of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online."

repetitive

hurtful

intentional

power
imbalance

Why is it Important to Respond to Bullying?

There is considerable evidence to show that bullying has both short-term and longer-term impact on pupils. Bullying impacts on pupils' wellbeing, can impact on attendance and become a significant barrier to learning. Bullying is associated with lower levels of school engagement and achievement in schools and can lead to mental health concerns such as anxiety and depression.

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.

Bullying is unacceptable. Our school will respond promptly and effectively to reported incidents of bullying.

In our school community:

- Everybody has the right to be treated with respect.
- Everybody has the right to feel happy and safe.
- No-one deserves to be a target of bullying.
- Pupils who bully need to learn different ways of behaving.

National research has shown that some groups of pupils are particularly vulnerable to bullying these include pupils with SEND, looked after children, pupils from minority ethnic groups or faiths, young carers, LGBT+ pupils and those perceived to be LGBT+.

Preventing Bullying

We foster a clear understanding that bullying, in any form, is unacceptable. We believe that preventing bullying is the responsibility of our whole school community and when there are incidents of bullying, we will work together to deal with the situation and to learn from what has happened.

In our school we do this by:

- Involving the school community in developing our policy including a child/pupil friendly version of our policy.

- Using assemblies and circle time in class to ensure that pupils understand the differences between relational conflict and bullying.
- Building a positive ethos based on respecting and celebrating all types of difference in our school.
- Creating a safe and happy environment, with consequent positive relationships that have an impact on learning and achievement.
- Having a positive ethos that all pupils, staff and parents understand.
- Work in school which develops empathy, social skills and emotional understanding e.g. PSHE, Citizenship, social and emotional learning programmes, circle time, peer mediation and playground buddies.
- Securing the safety of the target of bullying. Take actions to stop the bullying from happening again. Whole school learning - reflection on what we have learnt.
- Thinking about any safeguarding concern and reporting concerns to Designated Safeguarding Lead.
- Providing assurances to child that concerns have been listened to and action will be taken.
- Considering who else is involved and what roles they have taken.
- Sending a clear message that the bullying must stop.
- Working with both parties to find solutions. Identifying the most effective way of preventing reoccurrence and any consequences.
- Reflecting and learning from bullying episodes –considering what needs to happen next to prevent future bullying e.g. PSHE, training etc.
- Raising awareness of online bullying through regular e-safety lessons.
- Adopting a social model approach to bullying. Diversity is valued and everyone is included in our school.
- Focussed work with individuals and groups of pupils where required to support understanding and development of social skills e.g. social skills groups, ELSA (Emotional Literacy Support Assistant).
- Ensuring playground and midday staff are trained and we have a range of activities at lunchtime to promote positive play.
- Offering training to all school staff around bullying, including specific guidance on those groups who are most likely to be bullied.

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 and 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.

Reporting bullying

In our school pupils are encouraged to talk to staff when they are unhappy or have concerns. Pupils in our school understand that they have a right to feel and be safe and a responsibility to support others to feel and be safe.

Pupils are encouraged to report bullying to:

- A trusted adult
- Their class teacher or teaching assistant
- Peer mentors or buddies

Each class has a 'worry box' or 'worry monster' where children can report their concerns if they do not feel confident speaking to an adult.

Children are taught that it is important to talk to a trusted adult if bullying is taking place outside of school.

Parents are also encouraged to report concerns and bullying to named individuals. This is normally the class teacher.

When pupils report their concerns, our staff are trained to LISTEN and to BELIEVE. We involve children as far as possible in finding solutions.

Procedures

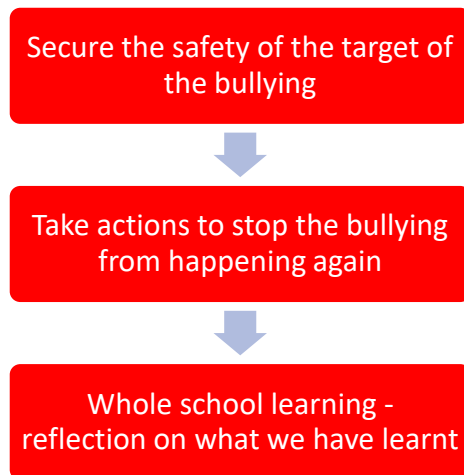
1. Report bullying incidents to staff
2. The incidents will be recorded by staff
3. Parents should be informed and will be asked to come in to a meeting to discuss the problem
4. If necessary and appropriate, police will be consulted
5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
6. An attempt will be made to help the bully (bullies) change their behaviour

Procedures for parents:

- If a parent has any concerns about their child, they should speak to the class teacher immediately. If a parent thinks bullying is the issue, the matter will be referred to the Headteacher. The Headteacher is always informed of any bullying concerns and monitors the situation carefully.
- If a parent feels unable to talk to the class teacher, they can make an appointment to speak directly with the Headteacher.
- The school will work with both the child and the parents to ensure that any bullying is stopped and that support is given where needed.
- Parents should not confront the bully or their parents. This can complicate the situation and distress the pupil.

- The school will deal with all children involved and their parents directly. Parents will be kept informed of any actions the school is taking.
- If parents feel that their concern has not been dealt with appropriately, they should follow the school's complaints policy.
- All members of the school community, including pupils, staff, parents and governors, are expected to treat everyone with dignity respect at all times. This includes both face-to-face contact and online.

Responding to Bullying



We monitor and review all bullying incidents to determine any patterns or trends that may require further action.

On a regular basis we give pupils the opportunity to feedback on how safe and happy they feel at school, we do this through pupil questionnaires and School Parliament meetings.

All staff are required to complete a bullying and prejudice-based incident reporting and monitoring form when dealing with incidents of bullying. This should be completed as soon as possible and given to the Designated Safeguarding Lead. (See DSL name in the Safeguarding Policy)

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 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 PCSOs 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'.

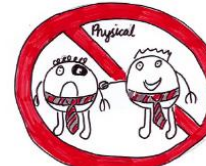
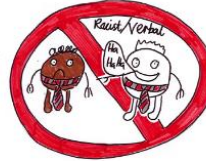
The pupils at the school have designed their own Anti-Bullying posters, which are displayed around the school. These aid other pupils in their decision making and support them when they feel they are the victims of bullying.





KS2

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



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
- 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)
 Children's Legal Centre
 KIDSCAPE Parents Helpline (Mon-Fri, 10-4)
 Family Lives (previously Parentline Plus)
 Youth Access
 Bullying Online
 Kidscape website
 Childline
 Childline website
 Equalities Act 2010

0300 0115 142
 0845 345 4345
 020 7823 5430
 0808 800 2222
 020 8772 9900
www.familylives.org.uk
www.kidscape.org.uk
 0800 1111
www.childline.org.uk
[Equality Act 2010 \(legislation.gov.uk\)](http://Equality Act 2010 (legislation.gov.uk))