



Toft Hill Primary School

Anti-Bullying Policy

Adopted by Governing Body: October 2022

Chair of Governors: Mrs Alison Barron

Head Teacher: Mrs Leanne Nesbitt

Date of review October 2022

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Mission Statement

Here at Toft Hill Primary we believe that all children are entitled to an enriched education where diversity is value and celebrated.

- We challenge all pupils to achieve their best and strive for academic, creative, sporting and personal achievement.
- We celebrate perseverance; resilience and risk taking, ensuring pupils welcome challenge and are not frightened to make mistakes.
- We foster a culture of mutual respect and aim to develop self-esteem and confidence to enable pupils to live and work co-operatively with others to become positive citizens in society.
- We aim to promote a positive attitude to learning and for pupils to become independent life-long learners.

Anti-Bullying Policy

Toft Hill Primary aims to work effectively against bullying. We know there are times when bullying may occur and this can be distressing to all concerned. We want to protect those who are being bullied and to counsel those who bully, making them aware of the consequences of their behaviour and to teach them there is a better way to behave.

Aims

We believe that all pupils have a right to feel safe and happy at school so that they can concentrate on their learning and enjoy school. We aim:

- To build the children's self-esteem and confidence in tackling bullying and relationship issues;
- To create a safe listening environment, where adults and children know they are listened to and where concerns are dealt with appropriately;
- For pupils, staff and parents to understand that bullying is unacceptable, and how to deal with bullying effectively;
- For children to understand the difference between bullying and falling out;
- For our approach to anti-bullying to be consistent across the whole school;
- To ensure this policy is shared and understood by all, and as such it has been developed in partnership with pupils, staff, parents and governors.

This policy links with school policies on Behaviour, Equality, Child Protection and PSHCE

Definition

What is bullying?

Bullying

- Can be physical or verbal
- Can be emotional or psychological
- Can be prejudice related
- Can be online/cyber
- Is often premeditated
- Can include taunting, teasing, physical abuse, harassment, intimidation or extortion
- Can be sly and underhand

- Is intended to hurt or make the victim uncomfortable
- Involves some sort of power over the victim. E.g. greater physical strength (over a younger child); greater numbers (a group onto one); knowledge to inform
- Can be indirect, spreading lies and nasty stories or excluding someone from social groups
- Can be frequent and long-term, or infrequent – in both cases it should be taken seriously

Bullying is not

- A one-off incident
- Two children having a fight
- Friends falling out, arguing and name-calling
- Bumping into another child in the playground

What are some of the signs of Bullying?

Behaviour of children and young people is not always easily understood. Changes in behaviour may have many causes. Being bullied can be one reason why a child or young person's behaviour changes. There is a need to be alert to the possibility of bullying occurring. Some signs which need to be investigated sensitively may include:

- Being frightened to walk to or from school
- Being unwilling to go to school
- Absence from school
- Asking to be driven to school
- Changing their route to school
- Schoolwork beginning to be affected
- Coming home with books or clothes damaged
- Fear of a mobile ringing or of websites
- Being withdrawn, clingy, moody, aggressive or emotional
- Becoming distressed, having sleep or appetite problems
- Crying themselves to sleep
- Having nightmares
- Unexplained bruises or scratches
- Behaving in immature way e.g. revert to thumb sucking
- Having difficulty concentrating
- Complaining frequently of illness
- Significant behaviour change, including attention seeking behaviour
- Remaining close to teachers or supervisory staff

It must be remembered that some victims reveal no outward signs, and that some of these signs can also point to other problems, and may not be linked to bullying.

How will bullying be dealt with?

An incidence of bullying is dealt with seriously, but with an emphasis on a caring, listening approach to both victims and bullies. If bullying is either reported or suspected we will:

- Ensure incidences are recorded and reported fully. Recording will be done openly and with the knowledge and consent of the victim. Where appropriate the victim will sign any written record. These will be kept securely and reviewed by the SLT and Governing Body, in confidence. Incidences of bullying will be reported to Governors, as appropriate and where necessary other school policies and procedures will be followed should any further action be required.
- Any adult who responds to incidences of bullying will be expected to do so in a sensitive way; pupils may for example have special educational needs or other difficulties such as family problems, which may exacerbate issues; staff in school will be made aware of any potential issues, whilst we also ensure confidentiality. All staff are regularly updated on pupils who may be vulnerable, including SEND, and are especially vigilant in dealing with these pupils. Staff are expected to challenge and deal with any kind of bullying, including prejudice related bullying.
- Ensure the safety and well-being of the children
- Respond calmly and consistently
- Talk to the victim, witnesses and record all information fully
- Talk to the suspected bully, attempting to identify reasons for the bullying, and discover why they have become involved; making it clear bullying will not be tolerated
- Inform parents of both victim and bully and work with them to resolve any issues
- Follow procedures in the Behaviour Policy, Equality Policy and On-line Safety Policy and other school policies and establish an agreement with pupils on how issues can be resolved
- Allow children time to resolve issues
- Follow up with further work to support pupils, where required, individually or together
- If the incidents persist and are causing a health and safety issue then the Head Teacher could instigate exclusion procedures (see Behaviour Policy)

Ideas for supporting the victim

- Encourage them to talk, to discuss, draw and write about feelings and to ask for help
- Teach them to say no; practice this
- Teach them to be teased and how to cope e.g. role play
- Make a list of what has been said or could be said. Learn some good responses
- Act out ways to deal with the situation
- Encourage the victim to stay with friends and avoid isolation

Ideas for supporting the bully

- Work with the bully to see if they have ideas about why they do this – what would help them stop
- Reassure them it is their behaviour you do not like, not them
- Develop an action plan for change
- Set clear limits and goals and record these
- Explain penalties and sanctions
- Bolster and praise good behaviour
- Do not allow excuses
- Ensure they apologise face to face and explain what they are sorry for
- Have a time out area
- Role play situations

How do we work to prevent bullying taking place?

As a school we play a proactive approach in promoting anti-bullying.

- Bullying is regularly covered through the PSHCE curriculum. Children are taught how to resolve conflict and about good behaviour and positive relationships.
- We have comprehensive policies on behaviour management, online safety and equality which are enforced by all staff.
- Assemblies – much work is done to help children reflect on moral and social development.
- Guidance is given to parents and carers, and to pupils on how to deal with bullying. This is included in the school brochure and is available on the website (see Appendix 1)
- During the second half of the autumn term we hold an anti-bullying week to coincide with National Anti-Bullying Week. During this time we have a whole school focus on 'Say No to Bullying!'.
- There are also times, throughout the year, where we welcome visitors to lead assemblies who might offer support to victims of bullying, e.g. Childline, NSPCC. The school is an Educate & Celebrate best practice school for LGBT+Inclusion, which supports anti-bullying work.
- We have adopted a restorative approach to behaviour management which helps us to promote mutually respectful relationships and supports a positive approach to behaviour management, conflict resolution and anti-bullying practices. The positive impacts are far reaching and impact upon attendance, and achievement as well as behaviour.

A structured approach is taken in the resolving of issues and staff follow a set of restorative questions:

- ✓ What happened?
- ✓ What were you thinking?
- ✓ What were you feeling?
- ✓ Who has been affected? And how?
- ✓ What needs to happen now?
- ✓ What do you need to do now?

On-line safety

- Our comprehensive Online Safety policy has been adopted and is regularly reviewed by Governors.
- Cyber-bullying, and how to stay safe online, is covered through in the Computing curriculum and is addressed termly during online safety lessons. Teachers and senior leaders will also remind children on a regular basis of how to stay safe online and will address any issues raised by the children e.g. online gaming, texting, social media.
- LA EDAs regularly review our online safety procedures and policies.
- All members of the school community know the procedure for reporting online concerns.
- Parents sign an online safety agreement alongside their child.
- Incidents of cyber bullying are reported and recorded within the schools logs e.g. CPOMS. (These are reviewed by the Governors and IT lead alongside the SLT).
- The school manages incidents in accordance with the school discipline/behaviour policy where appropriate, and informs parents when required.

Equality

- The school is committed to ensuring we celebrate difference and promote equality in all we do. Equal opportunities underpin the work done within both the explicit and the implicit curriculum. Pupils are regularly taught about the diverse society we live in and our Spiritual, Moral, Social and Cultural guidance prepares pupils to be effective citizens in life.
- The school has comprehensive Equality policies in place, in line with the Equalities Act 2010; the school is opposed to all forms of prejudice which stand in the way of fulfilling the legal duties referred to in paragraphs 1-3; this includes:
 - ✓ Prejudices around disability and special educational needs
 - ✓ Prejudices around racism and xenophobia, including those that are directed towards religious groups and communities, for example anti-Semitism and Islamophobia, migrants, refugees and people seeking asylum
 - ✓ Prejudices reflecting sexism, sexual orientation and homophobia.
- The Equality Governor is Mrs Amanda Majer
- The policy addresses all forms of prejudice and bullying and recognises the need to ensure school is pro-active in its opposition to all forms of prejudicial bullying.
- All incidents of this kind are logged and reported and reviewed termly by Governors; school ensures its responsibilities in recording and reporting incidences are taken seriously.
- Staff are given guidance on dealing with prejudice related incidents.

The Role of the Teacher

- To address bullying through curriculum subjects such as PSHCE, Healthy Relationships, English. Within assemblies or at specific point of the school year e.g. Anti-Bullying week in the Autumn term
- To follow the guidance given in this policy when dealing with incidents of bullying
- Keep records of bullying incidents and any follow up

The role of the Head Teacher

- Encourage all staff, teaching and non-teaching to observe incidents
- Staff and governor training
- Delivering whole school, and occasionally Key Stage assemblies to address bullying issues
- Establish home/school links
- Update policies, procedures and school brochure

Monitoring

The Head Teacher and Governors will regularly review the policy and guidance, along with any incidences of bullying through:

- Pupil discussion including school council; pupil questionnaire – whole school
- Review of behaviour and incident log
- Review of pupil and parent questionnaires
- Parental feedback and questionnaires
- Analysis of data – incidences of bullying etc are recorded and reviewed by SLT annually to inform school improvement work required.
- Policies are available for parents on the school website and all initiatives are communicated to parents through the website, newsletter etc

Appendix 1

Guidance for pupils and parents

BULLYING – DON'T SUFFER IN SILENCE

Information for pupils

WHEN YOU ARE BEING BULLIED

- Be firm and clear – look them in the eye and tell them to stop.
- Get away from the situation as quickly as possible.
- Tell an adult straight away.

AFTER YOU HAVE BEEN BULLIED

- Tell a teacher or another adult at school.
- Tell your family.
- If you are scared to tell a teacher or an adult on your own, ask a friend to go with you.
- Keep on speaking until someone listens.
- Don't blame yourself for what has happened.

WHEN YOU ARE TALKING ABOUT BULLYING WITH AN ADULT, BE CLEAR ABOUT

- What has happened to you?
- How often it happened.
- Who was involved?
- Who saw what was happening.
- Where it happened.
- What you have done about it already.

Advice for parents

If your child has been bullied

- Calmly talk to your child about his/her experiences
- Make a note of what your child says – particularly who was said to be involved; how often the bullying has occurred; where it happened and what has happened.
- Reassure your child that he/she has done the right thing to tell you about the bullying.
- Explain to your child that should any further incidents occur he/she should report them to a teacher or another adult 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

- Try to stay calm – bear in mind that the teacher may have no idea that your child is being bullied or may have heard conflicting accounts of an incident.
- Be as specific as possible about what your child says has happened, give dates, places and names of other children involved.
- Make a note of what action the school intends to take.
- 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 your child is bullying other children

Many children are involved in bullying other pupils at some time or another. Often parents are not aware that their child is involved in bullying.

Children sometimes bully others because:

- They don't know it is wrong.
- They are copying older brothers or sisters or people in the family whom they admire.
- They haven't learnt other, better ways of mixing with their school friends
- Their friends encourage them to bully.
- They are going through a difficult time and are acting out aggressive feelings.

To stop your child bullying others

- Talk with your child; explain that what he/she is doing is unacceptable and makes other children unhappy.
- Discourage other members of the family from bullying behaviour or from using aggression or force to get what they want.
- Show your child how he/she can join in with other children without bullying.
- Regularly check with your child how things are going at school.
- Give your child lots of praise and encouragement when he/she is co-operative or kind to other people