



Nurture-Believe-Inspire-Achieve

**Danson
Primary
School**

Anti-Bullying Policy

Reviewed September 2018

Danson Primary School



Anti-Bullying Policy

The policy is provided to all staff and should be read in conjunction with the following policies:

- Behaviour Policy
- Safeguarding & Child Protection Policy
- Peer on Peer Abuse Policy
- Equality Policy
- E-Safety and AUP Policy

Date Reviewed September 2018

Next Review: September 2019

Head Teacher: L Casey

Chair Of Governors: M Egelton

This policy applies to the whole school community in their relationships with pupils – pupils, teachers, senior leadership, governors, parents, and all staff who work in the day to day running of Danson Primary School.

Aim and Vision

At Danson we aim to tackle bullying by trying to prevent it from happening in the first place and by tackling it consistently, fairly and effectively when it does.

At Danson Primary School we treat each other with kindness and respect. We believe that bullying is wrong as it makes people feel hurt or afraid and may have a deep impact.

To aid in fostering an atmosphere of respect, understanding, and encouragement between all who teach, work and learn in the School, so that the development and contribution of every individual can be acknowledged, and all can work together to benefit personal growth and the common good. Definition of Bullying: Bullying consists of repeated and persistent inappropriate behaviour whether by word, by physical action or otherwise, directly or indirectly applied, by one or more persons against another person or persons which undermines the individual person's right to personal dignity.

We believe that most children both use and experience bullying behaviour at one time or another, and that all children can change their behaviour, with appropriate support. At our school **EVERYONE** has an important part to play in discouraging and preventing bullying from happening.

Behaviour deemed to be Inappropriate:

- Humiliation; including name-calling, reference to academic ability etc.
- Intimidation; including aggressive use of body language.
- Verbal abuse, anonymous or otherwise.
- Physical abuse or threatened abuse.
- Aggressive or obscene language.
- Offensive joke; whether spoken or by email, text messaging etc.
- Victimisation; including very personal remarks.
- Exclusion and isolation.
- Intrusion through interfering with personal possessions.
- Repeated unreasonable assignment to duties that are obviously unfavourable.
- Repeated unreasonable deadlines or tasks.
- Threats, including demands for money.
- An attack by rumour, gossip, innuendo or ridicule on any individual's reputation.

We believe that bullying is unkind behaviour. It can include physical hurting and leaving people out as well as damaging people's things and making fun of people. We don't permit unkind or cruel behaviour in our school. Not all unkind behaviour is bullying.

Danson Primary School's Statement on Bullying

- Every person in the School is entitled to respect and to be free of any type of bullying.
- The School will work proactively, as far as it can, to ensure that bullying does not take place.
- A record will be kept of all reported incidents of bullying.
- The matter will be dealt with seriously.
- Appropriate action will be taken to ensure that it does not continue.

It is the policy of Danson to provide education on bullying in the following manner:

- Everyone is encouraged to participate in Anti-Bullying Week, which takes place on an annual basis and our Anti Bullying days which occur each term.
- A Buddy system is in place, where Year 6 pupils are trained on how to spot children who may require help/support in the playground.

- Positive reinforcement of behaviour for the better good of the community is encouraged and highlighted weekly in assembly, where those children who have shown exemplary, caring behaviour towards others in and out of the classroom are recognised among their peers.

The school has an excellent pastoral care system in place, and reports of all incidents (wherever they may have been reported) will be filtered through the class teacher, Assistant Head Teachers and Head Teacher, who are the primary people for pastoral care of the student in her/his class. Pastoral Care Team: Chain of support: Pupil/ Playground Buddies/ Class Teacher/ Senior Leaders/ Assistant Head Teachers/ Head Teacher/Governors.

Procedures for Noting and Reporting Incidents of Bullying:

- Pupils should discuss any incident of bullying with a teacher or another trusted adult within the school.
- Parents/Carers should contact the Class Teacher regarding incidents of bullying behaviour which they might suspect or that have come to their attention through their children. Incidents of bullying behaviour, no matter how trivial, which are drawn to the attention of a teacher, will be dealt with in the following manner:
 - Appropriate personnel will interview all of the students involved in a bullying incident.
 - All pupils involved will be spoken to and encouraged to solve the problem.
 - Everyone will be invited to write down any relevant details and an “Incident Report” will be completed. Written statements from all involved in the incident will be attached to the Report Form.
 - All interviews will be conducted with sensitivity and with due regard to the rights of all pupils involved.
 - Records will be kept of all incidents and of the procedures that were followed. Where the incident is deemed to be minor, a verbal warning will be given to the bully to stop the inappropriate behaviour, pointing out how he/she is in breach of the Code of Conduct and trying to get him/her to see the situation from the victim’s point of view.

If deemed appropriate, parents may be contacted. The incident will no longer be considered if there is no recurrence within that academic term. If the behaviour persists, the Assistant Heads/ Head Teacher and the parents/guardians of all pupils involved will be informed. Thus, they will be given the opportunity of discussing the matter and are in a position to help and support their children.

Appropriate sanctions will be imposed. The incident will no longer be considered if there is no recurrence within that academic year. If there is a serious incident, perhaps repeated verbal assault or coercion, the matter should be reported to the Head Teacher, parents will be involved and appropriate sanctions applied.

Where the incident is deemed to be more serious (e.g. gross misbehaviour or physical assault), the Head Teacher should be informed immediately and he/she will inform the Governors, if necessary.

Sanctions may include:

- A contract of good behaviour
- Withdrawal of privileges
- Other sanctions as may be deemed appropriate
- Exclusion (Temporary)
- Exclusion (Permanent)

In the case of a complaint regarding a staff member, this should be referred immediately to the Head. Where cases, relating to either student or teacher, remain unresolved at school level, the matter should be referred to the Governors.

In order to appeal a decision, a parent/carer may request a review by writing to the Head Teacher. Roles and Responsibilities: Everyone with a role in the school is responsible for ensuring that the policy is implemented.

Success Criteria

Well-being and happiness of the whole school community in the light of incidents of bullying behaviour encountered. Review and evaluation:

Full review every three years; annual evaluation through parent/pupil/staff surveys drawn up by the Head Teacher to ascertain the level and type of bullying behaviour in the school.

Cross reference to the following policies:

Child Protection and Safeguarding Policy-2018-2019

E-Safety and Responsible use Policy 2018-2019

Peer on Peer abuse Policy-2018-2019

Inclusion Policy-2018-2019

KEY ACTIONS

1. **Believe the child**
2. **Do something about it**
3. **Keep on checking and reviewing**

DO YOU EVER BULLY OTHERS?

You do if you ever do any of these:

PHYSICAL BULLYING – hurting and being aggressive towards someone.

VERBAL BULLYING – name calling, jeering, teasing and being abusive towards someone.

INDIRECT BULLYING – spreading rumours and deliberately excluding someone.

CYBER BULLYING – using computers, mobile phones etc. to send messages, spread rumours, intimidate or share images of bullying events.

Have you ever joined in with others doing these things?

Each of these causes distress and unhappiness. The following information tells you what to do to stop it happening to you or anyone else.

What to do if you see or know someone is being bullied:

- Don't smile or laugh – it will encourage the bullies to carry on.
- Don't join in – it is your responsibility to help stop bullying.
- Don't be a bystander.
- Do tell the bully to STOP – if you don't you are encouraging bullying.
- Do encourage your friend who is being bullied to come and join in your game or activity.
- Do tell an adult what happened – they need to know straight away.
- Speak to a house captain, playground buddy or member of the pupil council.

ALWAYS TELL AN ADULT IF YOU ARE BEING BULLIED

What to do if you are bullied:

DURING the bullying:

- Don't smile or 'go along with it'.
- Tell the bullies to STOP – say you don't like what they are doing.
- Get away as soon as possible – join another pupil or group if you can.
- Tell an adult as soon as possible.

AFTER the bullying:

- TELL someone what has happened – don't keep it a secret.
- TELL your family – they can help you.
- TELL your teacher or adult in school that you trust– ask a friend to go with you if it helps.
- Keep on speaking up until someone listens.

Bullies always say things will get worse if you tell. This is not true. Telling someone is the first step in getting things sorted out. There are lots of different ways to sort the problem out.

INFORMATION FOR PARENTS

What to do if you think your child is being bullied:

- Talk calmly with your child about his/her experience
- Make a note about what he/she says.
- Try and listen to your child's point of view.
- Try not to jump to conclusions – it is really helpful to gather information from all sides.
- Reassure your child that he/she has done the right thing.
- Explain that from now on we will work together to help stop it happening again, and so any further incidents should be reported to an adult as soon as possible
- Explain the situation to a member of school staff. Staff will liaise with the Headteacher and Special Needs Co-ordinator to ensure that a plan is put into place and review dates set.

We have many adults in school to help and support both your child and yourself. We are all here to help. Your child might identify a special trusted adult that they would especially feel confident talking to:

- Your child's class teacher (if you want time to sit and sort things out it is best to make an after school appointment as before school is always a very busy time)
- Miss Casey (Head Teacher)
- Mrs Hunter (Deputy Head Teacher)
- Ms Sangani (Assistant Head Teacher)
- Any of our Senior Leaders (Mrs Davis, Mrs O Hara, Miss Young)
- Year Group Leaders
- Any of our Teaching Assistants / Meal Time Assistants, especially those in your child's class
- Mrs Stevens, Mrs Cotter and Mrs O'Boyle in the School Office
- House captains, playground buddies or pupil council if nervous talking to an adult.

What to look for in a meeting with school staff:

- That you have a chance to say everything you want to say
- That you decide together whether it is helpful or not for your child to be present
- That both you and your child know what is going to happen next
- That you have the date of the next meeting to check progress
- Ask if you can help
- Stay in touch

Be prepared that to fully resolve a deep rooted problem successfully takes time, teamwork and patience. (Bullying actions can become bullying behaviours if not clearly addressed)

What to do if your child is bullying others:

- Talk with your child and explain that his / her behaviour is unacceptable
- Make an appointment with your child's class teacher or member of school staff (see the list above)
- Ask the school for progress regularly
- Give your child clear guidelines and lots of praise when he/she is co-operative or helpful

During Anti Bullying Week we are creating our own school Bully Book, with positive strategies to help stop bullying.

In September 2018, pupils from Key Stage 2 joined other schools from the Local Authority to become Anti-Bullying Ambassadors. They will work with the children, PHSE Leader, Anti Bullying Leader and SLT in raising everyone's awareness of increasing acts of kindness, reducing acts of being unkind and preventing bullying from happening.

Please do ask to borrow this booklet to share with your child at home if you feel it would be helpful.

Helpful Contacts:

If you would like further advice, the following organisations offer a range of support.

Anti-bullying Network

Information sheets for young people, parents and school staff as well as information and links to relevant organisations.

www.antibullying.net

Bullying Online

Sections on advice for parents, pupils, teachers and youth workers, legal advice, school projects, problem page for children and young people, mobile phone bullying, racist bullying, safety in cyberspace, help for bullies, tips, links, sample letters, anti-bullying policies, outside-school issues, advice from a governor, guidelines from National Association of Head Teachers and DfES.

Tel: 020 7378 1446

www.bullying.co.uk

Childline

24-hour helpline for children and young people in the UK. Also teachers' packs, quizzes, stories, information sheets, policy and campaign information.

Tel: 0800 1111

www.childline.org.uk

Don't suffer in silence

DfES site on bullying with sections for pupils, teachers, parents and families; includes case studies, anti-bullying packs for schools, links to other sites.

www.dfes.gov.uk/bullying