Potters Gate CE Primary School, St. Andrew's Infant School and Care Club

Review Period:	Annual
Next Review Due:	November 2025
Governor Lead	Safeguarding
Staff Lead	Lead DSL

Policy for Anti-bullying

Statement

- The whole Potters Gate CE Primary School, St. Andrew's Infant School and care club community regards any form of bullying as unacceptable. We believe that every member of the school community has a role to play in ensuring that bullying is not tolerated. Should bullying take place it will be regarded as a serious matter and dealt with accordingly.
- We are aware that some groups of children may be more vulnerable to becoming victims of bullying; looked after children, travellers, children with a disability, children with Special Educational Needs, children from ethnic minorities, children perceived to be gay, lesbian or bisexual. We will be vigilant in monitoring the well-being of children in these groups and have set up a parent group, JEDI, to monitor this.

Our Aims

- To prevent, reduce and/or stop any continuation of bullying behaviour.
- To react to bullying incidents in a reasonable, proportionate and consistent way.
- To safeguard the pupil who has experienced bullying and to trigger sources of support for the pupil.
- To apply disciplinary sanctions to the pupil(s) causing the bullying and ensure they learn through the experience.

Definitions of bullying

Bullying is defined as behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally.

- **Cyber Bullying** is the use of Information and Communication Technology (ICT) particularly mobile phones and the internet, deliberately to upset someone else.
- **Homophobic Bullying occurs** when bullying is motivated by a prejudice against lesbian, gay or bisexual people**.**
- **Racist Bullying** refers to a range of hurtful behaviour, both physical and psychological, that make the person feel unwelcome, marginalised and excluded, powerless or worthless because of characteristics such as
  - colour,
  - ethnicity,
  - culture,
  - faith community,
  - national origin, or
  - national status.
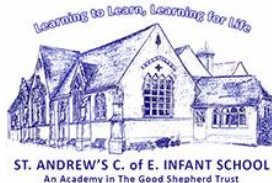
Bullying behaviours

Bullying can include the following behaviours

- **Physical:** hitting, kicking, taking or damaging belongings.
- **Verbal:** name calling, taunting, mocking, insulting, making offensive remarks e.g. racist, sexist or homophobic remarks, repeated teasing, threats, sarcasm, gossiping.
- **Indirect:** spreading nasty stories about someone, excluding someone from social groups, leaving notes, failure to speak to acknowledge a person, making someone the subject of malicious rumours, inappropriate text messaging, or e-mailing, sending offensive or degrading images by phone or the internet, producing offensive graffiti.

Signs that a child may be a victim of bullying
While the below may be signs of bullying it must be recognised that they also can be signs of other worries including abuse.

- **Physical:** unexplained bruises, scratches, cuts, missing belongings, damaged clothes or schoolwork, loss of appetite, stomach aches, headaches, soiling / bedwetting
- **Emotional:** losing interest in school, withdrawn, secretive, unusual shows of temper, refusal to say why unhappy, high levels of anxiety, mood swings, tearfulness for no other apparent reason, lack of confidence, headaches and stomach aches, signs of depression
- **Behavioural:** asking to be escorted to school, coming home for lunch, taking longer to get home, asking for more money, using different routes to school, "losing" more items than usual, sudden changes in behaviour and mood, concentration difficulties, truancy.

We adopt the following anti bullying strategies

Preventative Strategies

- Ensure that the school leadership promotes an open and honest anti-bullying ethos.
- Use of curriculum opportunities to discuss diversity and draw out anti-bullying messages.
- Use of opportunities such as assemblies and national Anti-Bullying week in November to raise awareness of the negative consequences of bullying and the responsibilities of bystanders.
- Whole school theme for collective worship within our value of Fellowship to raise awareness of positive and unhealthy friendships.
- Engaging pupils in the process of developing the school anti bullying policy and promoting open and honest reporting e.g. by liaising with the School Council.
- Regularly reviewing the effectiveness of staff supervision patterns and making adjustments as required.
- The appointment of year 6 children as play leaders to engage the younger children in purposeful play.
- Provision of information to parents about how to keep their children safe online including an awareness of cyber bullying.

Responses

- Inform the Head teacher.
- Listen to the victim and reassure them that they are not to blame.
- Put in place measures to help them feel safe and regularly and frequently review the situation over the following three months to ensure that the bullying has stopped.
- Engaging parents promptly when any issues of bullying come to light.
- Ensure that all staff are aware of the children involved to enable them to monitor the situation.
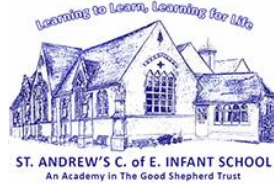
- Apply sanctions to the bully and put in place a restorative programme for the perpetrator and the child being bullied.

Sanctions

- Sanctions for bullying are intended to hold pupils who bully to account for their behaviour and ensure that they face up to the harm that they have caused and learn from it. They also provide the opportunity for offending pupil(s) to put right the harm they have caused.
- Sanctions are a signal to other pupils that the behaviour is unacceptable and should deter them from similar bullying behaviour.
- Generally, sanctions will be a loss of playtime or privileges. In extreme cases exclusion may be used as a sanction.
- All sanctions are in line with the school Behaviour policy and include online behaviours.

Responses to Cyber bullying

In addition to the procedures above;

- Encourage the person being bullied to keep examples of texts or emails received to aid investigation.
- Report through mobile phone companies, internet service providers and social networking sites.
- Be aware that some forms of cyber bullying involve the distribution of content or links to content, which can exacerbate, extend or prolong bullying
- Advise those experiencing cyber bullying on the steps they can take to avoid a recurrence e.g. not to reply or retaliate, provide advice on blocking or removing people from buddy lists.
- Take steps to identify the person responsible for the bullying including looking at the school system and computer logs, identifying and interviewing possible witnesses and with police involvement obtaining user information from the service provider.

Responsibilities

The Local Committee

- To make and from time to time review a written statement of general principles to guide the Head teacher in determining measures to promote good behaviour.
- To have an effective equalities policy, which is reviewed regularly and evaluated.
- To establish procedures for dealing with parental complaints including those about bullying.
- The headteacher will report to the children and learning committee regarding reported incidents of bullying. All incidents are recorded in Cpoms.

The Head teacher

- To determine detailed measures on behaviour and discipline that form the school's behaviour policy with a view to encouraging good behaviour and respect for others and preventing all forms of bullying amongst pupils.
- To publicise the measures in the behaviour policy and draw them to the attention of staff, pupils and parents at least once a year.
- To maintain good order and discipline.
- To keep accurate records of incidents of bullying and how they were dealt with.
- To provide a termly report to the local committee on numbers of bullying incidents.
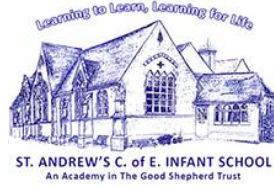
Teachers and classrooms staff

- To ensure that the pupils in their class understand the school's behaviour policy.
- To apply the school's rewards and sanctions consistently and lawfully.
- To promote the general progress and wellbeing of individual pupils and any class or group of pupils assigned to them.
- To have PHSE skills built into the curriculum.
- To inform the Head teacher of any incidents of bullying.

All School Staff

- To promote the general progress and wellbeing of all pupils.
- To inform the Head teacher of any incidents of bullying.

Parents

- Parents who suspect that their child might be bullied or who suspect that their child might be a perpetrator of bullying should contact their child's class teacher immediately.
- Parents have a responsibility to support the school's anti bullying and behaviour and discipline policies.
- If parents have concerns about how the school has dealt with bullying incidents they should contact the Head teacher. The procedure followed will be that laid out in the school policy for Responding to Parental Concerns.