

ANDERTON PRIMARY SCHOOL

ANTI-BULLYING POLICY

Aim

Everyone at Anderton Primary School is committed to work together to create a happy, safe and caring learning environment. Bullying will not be tolerated. It is everyone's responsibility to prevent occurrences of bullying and to deal with any incidents quickly and effectively.

Definition

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. The key elements are intent, repetition and imbalance of power.

Bullying can be defined as:

- Emotional being unfriendly, excluding and ignoring
- Physical pushing, kicking, hitting, punching or any use of violence
- Racist racial taunts, gestures
- Sexual unwanted physical contact or sexually abusive comments
- Homophobic because of, or focussing on the issue of sexuality
- Cyber All areas of the internet, such as social media and emails
Mobile threats by text messaging and calls
Misuse of associated technology, eg. camera and video facilities

Bullying is not exclusive to pupils. Staff could be bullied by another member of staff or even a parent and parents may feel that a member of staff is bullying them.

For a list of signs and symptoms please refer to Appendix B

Objectives of this Policy

- All governors and 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.
- This policy will work in conjunction with other school policies such as: Child Protection, Single Equality, Internet Safety, Behaviour, SRE, and PHSE.

Preventative Measures

At Anderton Primary School we use a variety of methods for helping pupils to prevent bullying.

Pupil Questionnaires are undertaken annually, the results of these are discussed and staff respond to any issues or concerns that arise promptly.

The Ethos and working philosophy of Anderton Primary School means that all staff actively encourage pupils to have respect for each other. Good and kind behaviour is regularly acknowledged and rewarded.

1. Staff will regularly discuss bullying and emphasise that bullying will not be tolerated. Pupils feel confident to discuss bullying with a trusted adult.
2. Children are expected to follow the Rainbow Rules at all times in school.

Parents are made aware of Anderton Primary School's ethos on behaviour through the Home School Agreement and Behaviour Contract. (Need updating)

Procedures

Should any instances of bullying occur the following procedures should be followed:

Procedure for all adults in school:

- Fill in an incident report form. These are readily available in the staff room or school office
- Once completed, the incident report form should be given to the Head Teacher, Deputy Head Teacher or a member of the Senior Leadership Team
- Completed forms to be kept safe and confidential
- Head Teacher, Deputy Head Teacher or a member of the Senior Leadership Team to investigate

Procedure for pupils:

- Tell a friend or trusted adult
- Friends to tell a trusted adult
- Trusted adult to follow procedure for adults as above

Procedure for parents/carers:

- Tell a trusted adult in school
- Trusted adult to follow procedure for adults as above

School process for Investigation

See Appendix C

Range of Actions

- The bully (bullies) will be asked to genuinely apologise and consequences will take place as appropriate.
- Parents will always be informed on both sides
- If possible, the pupils will be reconciled
- After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place
- In serious cases, suspension or even exclusion will be considered
- Additional support will be offered if required
- Outside agencies will be contacted if necessary

Implementation and Monitoring

- This policy will be part of the every day life of the school. It will be maintained regularly through display of posters, PSHE, Curriculum and Assemblies
- It will be a regular item on School and Class Council Agendas, at staff and Governors' meetings.
- Incidents will be reported at the next full Governing Body Meeting
- The policy will be reviewed annually.

Complaints

If parents/carers feel that the issue has not been dealt with to their satisfaction they should follow the school complaints procedure which is available on the school Website or from the school office.

Useful Contacts

- Childline – 0800 1111 – A free, confidential helpline for children and young people offering advice and support, by phone and online, 24 hours a day
- Connexions Direct - 080 800 13 2 19 - for young people aged 13-19. Calls from a landline are free and won't show on a phone bill. Calls from a mobile are charged but if you ring them they'll call you back.
- EACH - 0808 1000 143 - a free phone helpline for children experiencing homophobic bullying. Open Monday to Friday 10am-5pm
- Parentline Plus – 0808 8002222 – a free 24hr phone helpline for anyone caring for children or textphone 0800 783 6783 for the deaf or hard of hearing Websites
- Anti-Bullying alliance – www.Anti-Bullyingalliance.org.uk –information, resources and advice relating to bullying
- Beatbullying – www.beatbullying.org – resources and lesson plans looking at the issue of bullying for primary and secondary aged pupils
- Cybermentors – www.cybermentors.org.uk - a safe social networking site providing information and support for young people affected by bullying
- Kidscape – www.kidscape.org.uk - Bullying advice, helpline, information, Anti-Bullying resources and training
- Need2Know – www.need2know.co.uk – youth friendly site featuring tips on how to stop bullying, what to do if you bully others etc
- NSPCC – www.nspcc.org.uk - advice on what to do if you are being bullied or see someone who is
- Think U Know – www.thinkuknow.co.uk - Website for cyberbullying and e-safety information. Has separate areas for parent/carers, staff and children aged 5-7, 8-10 and 11-16

These contacts are correct at the time of publication.

This policy has been developed with the assistance of staff, and governors using information from sources such as Kidscape and the NSPCC.

APPENDIX A

**INCIDENT REPORT FOLLOWING AN
ALLEGED BULLYING INCIDENT**

This form should be completed as soon after the incident as possible while events are still fresh in the minds of the persons involved.

Name of Persons/Child Involved:

..... Class/Year Group:

..... Class/Year Group:

Date of incident: Time: Date of report:

Number of pages.....

Location of incident:

.....

Description of incident (including nature of incident and those principally involved):

.....

.....

.....

.....

.....

.....

.....

Action taken (including support for persons involved, outcomes, level of parental involvement, staff informed):

.....
.....
.....
.....

Outstanding action to be taken:

Signature of reporter: Date:

Signature of Headteacher: Date:

Follow up meeting taken place

Date Time.....

Persons present

Signature of head teacher

Any other action required

APPENDIX B

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Everyone should be aware of these possible signs and they should investigate and report if a child:

- is frightened of walking to or from school or changes their route
- begs to be driven to school or to be accompanied
- changes their usual routine
- is unwilling to go to school
- is reluctant to leave school at the end of the day
- begins to truant
- becomes withdrawn, anxious, or lacking in confidence
- attempts to run away
- cries themselves to sleep at night or has nightmares
- feigns illness in the mornings
- school work is affected
- has possessions which are damaged or "go missing"
- asks for or continually loses money
- has unexplained cuts or bruises
- eating habits change
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- gives improbable excuses for any of the above or is frightened to say what's wrong
- is afraid to use the internet or mobile phone
- is nervous and jumpy when a cyber message is received
- other reason

These signs and behaviours could indicate other problems, but bullying should be considered as a possibility and should be investigated.

APPENDIX C

SCHOOL PROCESS FOR INVESTIGATIONS

Stage 1

INTERVIEW THE PERSON REPORTING THE INCIDENT

Find out the circumstances of the incident, who was involved and who may have witnessed the incident.

MEET WITH THE PERSONS INVOLVED IN THE INCIDENT

All persons involved including bystanders will be interviewed separately. The victim must give permission and feel comfortable for this to take place.

DECIDE ON A PLAN OF ACTION

Can the issue be resolved by the pupils themselves or with some help from a trusted adult.
Can the responsibility for the incident be shared. Does the incident need further school action
(See stage 2)

MEET PERSONS INVOLVED AGAIN

About a week later the head teacher meets with all pupils involved to ensure the pupils are maintaining good relationships. Further meetings can be arranged if required.

Stage 2

CONTACT PARENTS/CARERS

Stage 3

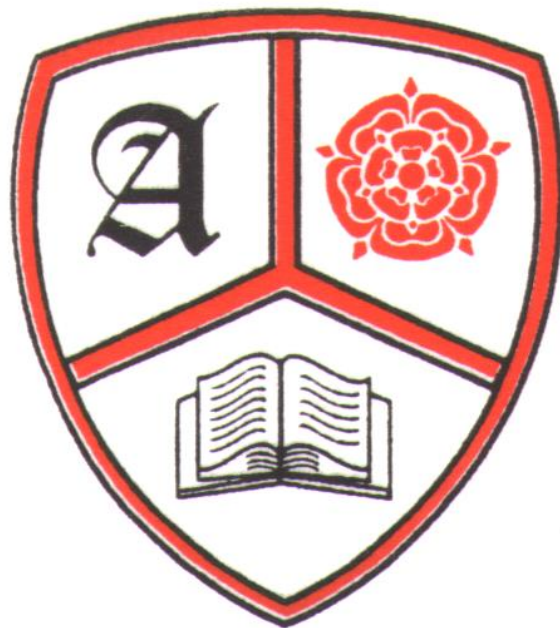
CONTACT OTHER AGENCIES

These can include educational psychologist, the behaviour support team, social services or the police. (If a child is over 10 years of age they are criminally responsible)

Stage 4

Put a Pastoral Support Plan (PSP) in place possibly leading to a fixed term exclusion.

Anderton Primary School



Anti-Bullying Policy