**BARTONS PRIMARY SCHOOL**
**ANTI-BULLYING POLICY**

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At Bartons Primary School we are committed to providing a caring, friendly and safe environment for all of our children, so they can learn in a relaxed and secure atmosphere. We promote good behaviour and make it clear that bullying is a form of antisocial behaviour which is wrong. Bullying of any kind is unacceptable and will not be tolerated. 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.

See also the Behaviour Policy (including Appendix 1 and 2) and the E-Safety Policy.

**Aims**

At Bartons Primary School we aim to:

- promote a secure and happy environment free from threat, harassment and any type of bullying behaviour.
- take positive action to prevent bullying from occurring through a consistent personal, social and health education programme.
- show commitment to overcoming bullying by practising zero tolerance.
- inform pupils and parents of the school's expectations and foster a productive partnership, which helps maintain a bully-free environment.
- make staff aware of their role in fostering the knowledge and attitudes which will be required to achieve the above aims.

General Definition

*Bullying is the prolonged use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.* The school has a shared response to what bullying is.

Bullying can be:

- Emotional: being unfriendly, excluding, tormenting (eg: hiding books, threatening gestures).
- Physical: pushing, kicking, hitting, punching, or any use of violence.
- Racist: racial taunts, graffiti, gestures.
- Verbal: name calling, sarcasm, spreading rumours, teasing.
- Cyber: internet misuse, eg as email, internet chat room, social networking.
- Mobile threats by text messages or calls. Misuse of associated technology.

Bullying is not:

- a one-off fight or argument.
- a friend sometimes being nasty.
- a disagreement with a friend.

When investigating and dealing with any reported hurtful or bullying incidents, it is imperative that staff promote equal opportunities in order to eliminate discrimination and prejudice based bullying. See Behaviour Policy and Appendix 1.

**Roles and Responsibilities**

Senior Leaders & Teachers

- Promote the well-being and ensure the safeguarding of all pupils in school.
- Ensure the school carries out both the letter and spirit of the legislation and statutory duties, and observes national and local guidance.
- Provide leadership to ensure the development, implementation and regular review of the bullying policy.
- Ensure that policy and good practice is reflected in the school's anti bullying practice. Headteacher and Senior Leadership Team
- Build and maintain a school ethos which is welcoming, supportive and inclusive of all pupils, parents/carers and staff.
- Promote the well-being and ensure the safeguarding of all pupils in the school.
- Provide support for the governors through the development and implementation of an effective anti-bullying policy.
- Ensure the voice of pupils, staff, parents is heard and communicated to governors. Teachers and Teaching Assistants
- Contribute to the building and maintaining of a school ethos which is welcoming, supportive and inclusive of all pupils and staff.
- Promote the well-being and ensure the safeguarding of all pupils in school.
- Behave with respect and fairness to all pupils.

Pupils

- Report any incidents of suspected bullying to a member of staff, whether directed at themselves or somebody else.
- Take responsibility for personal behaviour and actions and treat one another with respect and kindness.
- With the help of staff and parents/carers, create a positive working atmosphere within school where bullying is regarded as unacceptable, difference is celebrated and discrimination is actively challenged.

Parents/Carers

- Demonstrate positive support for the school's bullying and behaviour policies.
- Model appropriate behaviour at all times.
- Without delay, report to the school any concerns regarding pupils involved in bullying.
- Support work undertaken by the school to promote equalities, celebrate difference and challenge discrimination.
- Respond to requests from the school to provide feedback on the bullying policy and procedures.

**Bullying outside school premises**

Bullying outside of the school premises should be brought to the schools attention and the relevant staff members will liaise with Parents and other authorities. Where appropriate, incidents of bullying taking place outside of school will be reported to the local police.

**Cyber bullying**

**WHAT IS CYBER-BULLYING?**

There are many types of cyber-bullying. Although there may be some of which we are unaware, here are the more common.

1. Text messages —that are threatening or cause discomfort

2. Picture/video-clips via mobile phone cameras - images sent to others to make the victim feel threatened or embarrassed, including sexting.
3. Mobile phone calls — silent calls or abusive messages; or stealing the victim's phone and using it to harass others, to make them believe the victim is responsible.
4. Emails — threatening or bullying emails, often sent using a pseudonym or somebody else's name.
5. Instant messaging (IM) — unpleasant messages sent while children conduct real-time conversations online e.g through apps.
6. Bullying via websites —use of personal websites and online personal own web space sites such as Social Networking pages.
7. Gaming – verbal or typed communication such as Playstation and X-box

We take this bullying as seriously as all other types of bullying and, therefore, will deal with each situation individually. An episode may result in a simple verbal warning. It might result in a parental discussion. Clearly, more serious cases will result in further sanctions. Technology allows the user to bully anonymously or from an unknown location, 24 hours a day, 7 days a week. Cyber-bullying leaves no physical scars so it is, perhaps, less evident to a parent or teacher, but it is highly intrusive and the hurt it causes can be very severe. Young people are particularly adept at adapting to new technology, an area that can seem a closed world to adults.

Our pupils are taught how to:
- Understand how to use these technologies safely and know about the risks and consequences of misusing them.
- Know what to do if they or someone they know are being cyber bullied.
- Report any problems with cyber bullying. If they do have a problem, they can talk to the school, their parents, or the police.

(See E-Safety Policy)

**Three steps to stay out of harm's way on-line**
1. Respect other people - online and off. Don't spread rumours about people or share their secrets, including their phone numbers and passwords.
2. If someone insults you online or by phone, stay calm – ignore them and report it.
3. Do as you would be done by. Think how you would feel if you were bullied. You are responsible for your own behaviour – make sure you do not distress other people or cause them to be bullied by someone else.

**Preventing and Responding to Bullying Incidents**

<u>Preventing bullying</u>
All of our policies and procedures are designed to prevent bullying and are made explicit to all members of the school community. The school values underpin the ethos of Bartons Primary and the principles of Working With Others (WWO) are taught in all year groups. WWO promotes tolerance, trust, communication and problem solving.

The school promotes an anti-bullying ethos in the following ways:
- Shared definition of bullying developed in partnership and displayed throughout the school.
- Opportunities to develop understanding of bullying through the PSHE curriculum and WWO strategy
- Comprehensive behaviour records in classroom Green files and on Green forms sent to HT.
- Staff training on identifying, reporting and recording bullying incidents.
- Emotional Literacy Support workshops for vulnerable pupils including SEMHD.
- Nurture groups.

- IT Safer Use agreements and E-safety policy.
- Involvement of the local police and PCSO.
- Deployment of a school play therapist.

**Responding to Bullying**

All reports of hurtful incidents are taken seriously and are investigated.
Pupils who have been bullied will be supported by:
- offering an immediate opportunity to discuss the experiences with their class teacher or member of staff of their choice
- re-assuring the pupil that they have done the right thing by making a report and that the school will be responding
- offering continuous support
- ensuring safety working to restore self-esteem and confidence (e.g Nurture group/ELSA)

Pupils who have bullied will be helped by:
- discussing what happened
- discovering why they became involved
- exploring different perspectives as appropriate
- establishing all hurtful behaviour and the need to change
- informing parents or carers to support change in the pupil
- receiving any appropriate support through Nurture or ELSA groups.

**Recording and Reporting Bullying**

**Why is it Important to Respond to Bullying?**
Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

**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
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- becomes withdrawn, anxious, or lacking in confidence
- starts stammering
- 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”
- has unexplained cuts or bruises
- 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.

**Response**
If a child reports they are being bullied we will:

- listen attentively and take it seriously
- monitor the situation and follow up
- record the incident (green forms)/history and alert other staff so that we can collate any reports
- help the child who bullies to change their behaviour
- use restorative practices
- try to repair the friendship where possible
- challenge any prejudice among those involved and the wider group
- report to and engage parents to support our work to deal with the situation

**Recording**

Each class has a behaviour log which should be a record of small classroom incidents – these must be maintained because they can aid in the early identification of a pupils vulnerability. All incidents of alleged bullying that are reported to staff should be investigated and recorded using a green from. Bullying in the form discrimination (Hate Crimes) will be reported to the Local Authority using the online reporting system.