

TWEEDDALE PRIMARY SCHOOL

POLICY FOR ANTI-BULLYING

Review of the Policy

This policy provides guidance on teaching and learning at Tweeddale Primary School. It reflects the views of teaching staff and was agreed by the Local Governing Body on **10/03/21** .

The policy will be reviewed by the Head Teacher annually and by the governing body in **March 2024** or earlier if required. The implementation of the policy is the responsibility of the staff and will be monitored by the Head Teacher, Senior Management and individual curriculum coordinators.

Signed.....
Headteacher

Date.....

Signed.....
Chair of Governors

Date.....

ANTI-BULLYING POLICY

Introduction

We believe that all members of the school community have the right to feel safe and free from harassment and bullying. This Policy is implemented in partnership with the school's Behaviour, Race Equality and PHSE policies. At the heart of the Policy, as with all our work, are the five outcomes of Every Child Matters. We aim for children to: be healthy; stay safe; enjoy and achieve; make a positive contribution and achieve economic well-being. Bullying will prevent these outcomes from being attained.

Definition

Bullying is any behaviour, which is deliberately intended to hurt, threaten or frighten another person or people. It usually forms a pattern of behaviour rather than an isolated incident. It reflects the abuse of power, with one or more people, a victim and the other, a bully.

The National Anti- Bullying Alliance (ABA) defines bullying as follows:

- repetitive, wilful or persistent (*although this not does exclude a one off serious incident*);
- intentionally harmful, carried out by an individual or group;
- based on an imbalance of power, leaving the victim feeling defenceless.

Bullying may be:

- **physical** e.g. pushing, kicking, hitting, punching, tripping up, taking belongings e.g. mobile phone, throwing things at you and other forms of violence or threats of violence (verbal or non-verbal)
- **verbal or written** e.g. name calling, insulting remarks, sarcasm, spreading rumours, persistent teasing, making racist, homophobic or sexist remarks, making threats or extortion
- **cyber** eg. All areas of the internet such as e-mail and internet chat room misuse. Mobile threats by text messaging and calls. Misuse of associated technology ie camera and video
- **emotional** e.g. excluding, isolating, tormenting, ridicule or humiliation
- **racist** e.g. racial taunts, graffiti, gestures
- **sexual** e.g. unwanted physical contact or abusive comments
- **coersion** e.g. forcing another person to do something they do not want to do.

Aims

At Tweeddale Primary School we aim to:

- maintain a school community in which everyone feels valued and safe and where individual differences are appreciated, understood and accepted
- promote a secure and happy, caring environment where kindness and helpfulness are expected
- praise and reward positive behaviour
- teach pupils to respect themselves and others, promoting crucial self-worth

- address the emotional and mental distress of any bullying allowing all pupils their right to enjoy their time at school
- inform pupils and parents of our expectations in order to foster a productive partnership, where everyone has a role to play
- help children to make the right choices and not succumb to peer pressure.

What to do about bullying

All members of the school community understand that they must report incidents of alleged bullying to a senior member of staff. All staff must follow the procedures for responding to bullying as set out in this policy.

Identifying bullying

Staff must:

- be vigilant at all times and investigate any potential incidents of bullying as soon as possible;
- be alert for changes in behaviour, attitude and well being;
- listen to all parties involved in incidents and take allegations from victims seriously, however trivial they may seem at first glance;
- reassure those concerned that the school will protect and support all parties involved whilst the issues are being resolved;
- listen to parental concerns and follow up any repeated incidents.

Responding to bullying

Staff must:

- investigate all suspected incidents thoroughly;
- keep a written record of the incident, investigation and outcomes;
- inform relevant staff about the incident;
- give support to both the victim and the bully. The self-esteem and self-worth of the victim needs to be enhanced and reassurance given. The bully needs to come to an understanding of why he/she is doing this and to try to empathise with the victim;
- consider the use of sanctions (follow behaviour guidelines), keeping victim informed, where appropriate;
- inform and enlist the support of the parents/carers of both victim and bully;
- monitor to ensure that the victim does not continue to be bullied.

Prevention of bullying

In order to prevent bullying, we will:

- involve all members of the school community in working to establish a caring co-operative ethos in school, which condemns bullying behaviour;
- discuss friendships and conflicts;
- actively encourage children to discuss their problems and resolve conflicts in a calm manner;
- positively encourage caring and discourage bullying through long term curriculum work including stories, assemblies, circle time and PHSE curriculum;
- reward non-aggressive behaviour and conflict resolution in school;
- involve parents at an early stage;
- ensure adequate supervision and play provision in playgrounds.

What will we do when bullying is reported?

- The incident(s) will be reported to a senior member of staff, usually the headteacher.
- Statements will be taken from all those involved, separately at first, then together.
- The victim will be given an opportunity to say how (s)he feels about the bullying and what (s)he wants to happen next.
- The alleged bully will also have the chance to give his/her side of events.
- Parents will be involved as soon as possible by phone, letter or in a meeting.
- In some cases a meeting of the parents of all the children involved will be held.
- Sanctions will be issued in accordance with the Behaviour Policy.
- Every effort will be made to feed-back to the victim, and his/her parents/carers, the sanctions taken in relation to the bully.
- Victim and bully will be given the opportunity to “report back” to the headteacher on how things are going.
- Members of staff will be alerted to be extra vigilant at playtimes, or in class if the bullying is happening in class.
- In some cases, in depth playground observations will be carried out to get a clearer picture of what is happening.
- If the bullying does not stop or gets worse, more severe sanctions, including temporary exclusion will be used (in line with the Behaviour Policy).
- All proven incidents of bullying will be logged on the school computer system and reported to the Local Authority termly.
- Governors will be informed of incidents of bullying and the outcomes, at least annually.

Racial Harassment

Racial harassment is physical or verbal violence instigated because of a person's colour, race, nationality, religion or ethnic origins.

Incidents of racial harassment will not be tolerated from adults or children. Any incidents must be recorded and reported to the local authority and are dealt with in accordance with the school and borough policy. Pupils are encouraged to notice and celebrate differences in each other and to be aware of other cultures.

Zero-tolerance approach to sexual harassment and sexual violence

The school will ensure that all incidents of sexual harassment and/or violence are met with a suitable response, and never ignored.

Pupils are encouraged to report anything that makes them uncomfortable, no matter how 'small' they feel it might be.

The school's response will be:

- Proportionate
- Considered

- Supportive
- Decided on a case-by-case basis

Sanctions for sexual harassment and violence may include:

| Type | Sanction |
|--|--|
| Sexualised bullying/street harassment | <ul style="list-style-type: none"> • Fixed Term exclusion |
| Rape jokes/Slut shaming/Sexist slurs/Rating women's appearance/Comments that objectify women and girls/Objectification in the media and/or popular culture | <ul style="list-style-type: none"> • Report Card • Meeting with parents • Internal exclusion • Fixed Term exclusion |
| Gender stereotypes/Sexist jokes/Sexist language/Different expectations of boys and girls based on gender | <ul style="list-style-type: none"> • Behaviour modification through education, modelling and discussion • Repeat offences would result in a meeting with parents |

The school has procedures in place to respond to any allegations or concerns regarding a child's safety or wellbeing. These include clear processes for:

- Responding to a report
- Carrying out risk assessments, where appropriate, to help determine whether to:
 - Manage the incident internally
 - Refer to early help
 - Refer to children's social care
 - Report to the police

Please refer to our child protection and safeguarding policy for more information.

Cyber Bullying

See 'Online Safety Policy'

Monitoring and Review

All members of staff are responsible for the implementation of this policy. The headteacher logs all incidents of bullying and records how they were resolved. The headteacher reports to the Governing Body, annually.

The Governing Body monitors the anti-bullying procedures, in order to ensure that all reported incidents of bullying are handled appropriately and considers the need for any change in the procedures.

Availability

A copy of this policy is available to all parents on request.