

# **HIGH LITTLETON CHURCH OF ENGLAND PRIMARY SCHOOL**

## **ANTI-BULLYING POLICY**

At High Littleton Church of England Primary School, we are committed to providing a caring, friendly and safe environment for all of our pupils so that they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable in our school. This policy has been developed and implemented in consultation with the whole school community including parents/carers, governors and partner agencies.

### **Rationale**

Bullying is the repetitive, intentional hurting of one person by another(s), where the relationship involves an imbalance of power. Bullying can be carried out physically, verbally, emotionally or through cyberspace.

### **Aim**

It is the basic entitlement of all children at High Littleton that they receive their education free from oppression, humiliation and abuse. Education, which is a right in our society, is compulsory and it is the responsibility of everyone to ensure that learning takes place in an atmosphere which is caring, supportive and protective. As a school we will 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 clear school policy;
- show commitment to overcoming bullying by practising zero tolerance;
- inform pupils and parents of the school's expectations and to foster a productive partnership, which helps maintain a bully-free environment;

- make staff aware of their roles in fostering the knowledge and attitudes which will be required to achieve the above aims.

The purpose of this policy is to be proactive in this area of personal and social education and to ensure that we as a school are alert to signs of bullying and act promptly and firmly against it.

Through this policy we will communicate to staff, governors, children and parents that the school acts to prevent bullying, not just to deal with bullying incidents.

Bullying includes any number of repetitive behaviours where the perpetrator or perpetrators intend to cause harm – these could include:

- Emotional (being unfriendly, excluding, tormenting, threatening behaviour)
- Verbal (name calling, sarcasm, spreading rumours, teasing)
- Physical (pushing, kicking, hitting, punching or any use of violence)
- Extortion (demanding money/goods with threats)
- Cyber-all areas of internet, email and internet chatroom misuse.  
Mobile threats by text messaging and calls.  
Misuse of associated technology ie: camera and video facilities including those on mobile phones.
- Racist (racial taunts, graffiti, gestures)
- Sexual (unwanted physical contact, sexually abusive comments)
- Homophobic (because of, or focusing on the issue of sexuality)

### **Bullying, prejudice and discrimination**

Bullying can be motivated by wider prejudice and discrimination, for example, homophobic bullying; bullying of children with special educational needs and disabilities; bullying related to race and religion; and gender-based bullying.

### **Bullying outside of school**

Bullying behaviour can take place both inside and outside of school.

Bullying outside of school can impact on the school day – this may include

incidents of cyber bullying; bullying on the way to and from school; and any arguments between peers outside of school that can lead to bullying behaviour.

### **Cyber bullying**

Cyber bullying is the use of Information Communications Technology, particularly mobile phones and the internet, deliberately to upset someone else. This may take the form of threats or abuse being sent by text, multi media messaging or phone calls. It may also take the form of pictures or videos taken without the permission of a young person or a member of staff and posted on the internet.

The curriculum teaches pupils about the risks of new communications technologies, the consequences of their misuse, and how to use them safely.

All e-communications used on the school site or as part of school activities off-site are monitored.

Internet blocking technologies are continually updated and harmful sites blocked.

We work with pupils and parents to make sure new communications technologies are used safely, taking account of local and national guidance and good practice.

Security systems are in place to prevent images and information about pupils and staff being accessed improperly from outside school.

We work with police and other partners on managing cyber bullying

At High Littleton Primary School we ensure that these five essential action areas offer a comprehensive and effective approach to prevention:

- Understanding and talking about cyber bullying.
- Updating existing policies and practices.
- Making reporting cyber bullying easier.
- Promoting the positive use of technology.
- Evaluating impact of prevention activities.

The Head teacher has the power 'to such extent as is reasonable' to regulate the conduct of pupils when they are off-site, or not under the control or charge of a member of staff (Education and Inspections Act 2006). This is of particular significance to cyber bullying which is often likely to take place out of school but which can impact very strongly on the school life of those pupils involved.

### **What are the signs and symptoms of bullying?**

A person may indicate by signs or behaviours that they are being bullied. Everyone should be aware of these possible signs and should investigate if the person:

- Is frightened of walking to or from school or changes route
- Begs to be driven to school
- Changes their usual routine
- Is unwilling to go to school (school phobic)
- Begins to truant
- Becomes withdrawn, anxious or lacking in confidence
- Becomes aggressive, abusive, disruptive or unreasonable
- Starts stammering
- Threatens or attempts suicide
- Threatens or attempts self harm
- Threatens or attempts to run away
- Cries themselves to sleep at night or has nightmares
- Feels ill in the morning
- Performance in school work begins to drop
- Comes home with clothes torn, property damaged or 'missing'
- Asks for money or starts stealing money
- Has dinner or other monies continually 'lost'
- Has unexplained cuts or bruises
- Is bullying others
- Changes their eating habits
- Is frightened to say what is wrong
- Is afraid to use the internet or mobile phone
- Nervous or jumpy when a cyber message is received
- Gives improbable excuses for their behaviour

## **Responsibilities**

### **The Governing Body will:**

- make, and from time to time review, a written statement of general principles to guide the Headteacher in determining measures to promote good behaviour
- consult the Headteacher, other appropriate members of staff, parents and all pupils on this statement of principles
- promote the well-being of pupils in their schools
- exercise their functions with a view to safeguarding and promoting the welfare of pupils
- have a race-equality policy, and assess and monitor the impact of their policies (including the race-equality policy) on pupils, staff and parents, with particular reference to the impact on pupils' attainment
- have a disability equality scheme and make reasonable adjustments to avoid placing disabled pupils at a substantial disadvantage in comparison with pupils who are not disabled
- establish procedures for dealing with complaints about bullying and all matters relating to the school, and publicise these procedures

### **The Headteacher will:**

- determine the more detailed measures (rules, rewards, sanctions and behaviour-management strategies) on behaviour and discipline that form the school's behaviour policy, acting in accordance with the governing body's statement of principles in so doing; the policy determined by the Headteacher must include measures to be taken with a view to 'encouraging good behaviour and respect for others on the part of pupils and, in particular, preventing all forms of bullying among pupils';
- publicise the measures in the behaviour policy and draw them to the attention of pupils, parents and staff at least once a year;
- determine and ensure the implementation of a policy for pastoral care of the pupils;

- ensure the maintenance of good order and discipline at all times during the school day (including the midday break) when pupils are present on the school premises, and whenever the pupils are engaged in authorised school activities, whether on the school premises or elsewhere

**Teachers will:**

- promote the general progress and well-being of individual pupils and of any class or group of pupils assigned to them, which includes ensuring as far as possible that pupils are free from bullying and harassment
- apply the school rewards and sanctions lawfully

**Legal powers**

The law empowers:

- members of school staff to impose disciplinary penalties for inappropriate behaviour
- headteachers to such extent as is reasonable, to regulate the behaviour of pupils when they are off the school site (which is particularly pertinent to regulating cyber bullying)
- school staff to use physical force in certain circumstances.

**REACTING TO BULLYING INCIDENTS - ACTION PLAN**

If a child is being bullied, there are two ways in which the child can make this known:

1. Self-referral by pupil using the class Worry Box
2. The pupil may personally approach a member of staff or a friend, the child's parents

**Step 1:**

All staff should:

- take the incident or report seriously;
- take action as quickly as possible;
- think whether your action needs to be public or private
- reassure the victim(s); don't make them feel inadequate
- offer help, advice and support to the victim(s)
- effectively and sympathetically counsel the bully(ies). Try to get them to see the victim's point of view
- Short review time with pupils

**Step 2:**

If the incidents continue:

- The Deputy Headteacher will be informed who will interview both parties
- Parents will be informed
- Short review time with pupils and parents
- inform colleagues if the incident arose out of a situation where everyone should be vigilant
- The Deputy Headteacher will monitor the problem effectively. This would normally include discussions with those involved and also checking with parents.

**Step 3:**

Should Step 1 and 2 not resolve the situation:

- The Headteacher and Chair of Governors will inform/seek advice from Local Authority services
- Pupils and parents will be informed of the outcome

**How do we prevent bullying?**

We aim to foster a clear understanding that bullying, in any form, is not acceptable. This can be done by:

- Golden Rules
- Hand of Friendship
- Work Together Jar

- Worry Boxes
- Peer mediation
- PSHE
- Collective Worship
- Circle Time
- Social Skills groups
- Social and Emotional Aspects of Learning
- Anti-bullying activities (throughout the academic year)
- E-safety lessons (throughout the academic year)
- Displays

### **Monitoring, evaluation and review**

The Headteacher will lead the implementation of this policy and act as the link person with the Local Authority.

The Headteacher will report to the Governing Body, including statistics about:

- the number of reported concerns
- monitoring information about the pupils involved
- motivations for bullying
- actions taken and outcomes

Statistical information will be provided to the Local Authority as required.

The school will review the policy annually and assess its implementation and its effectiveness.

GWG

Agreed Date: March 2020

Date to be reviewed: March 2021



## **Support Agencies**

**Anti-bullying Alliance** - the alliance brings together over 60 organisations into one network with the aim of reducing bullying. Their website has a parent section with links to recommended organisations who can help with bullying issues

[www.anti-bullyingalliance.org.uk](http://www.anti-bullyingalliance.org.uk)

### **Kidscape**

[www.kidscape.org.uk](http://www.kidscape.org.uk)

02077303300

**Childline** – advice and stories from children who have survived bullying  
08000 1111

### **Bullying on line**

[www.bullying.co.uk](http://www.bullying.co.uk)

**Parentline Plus** – advice and links for parents [www.parentlineplus.org.uk](http://www.parentlineplus.org.uk)  
08088002222

### **Parents Against Bullying**

01928 576152

## **Useful sources of information**

**Cyberbullying.org** - one of the first websites set up in this area, for young people, providing advice around preventing and taking action against cyberbullying. A Canadian based site [www.cyberbullying.org](http://www.cyberbullying.org)

**Chatdanger** - a website that informs about the potential dangers online (including bullying), and advice on how to stay safe while chatting  
[www.chatdanger.com](http://www.chatdanger.com)

**Think U Know** - the Child Exploitation and Online Protection Centre (CEOP), has produced a set of resources around internet safety for secondary schools [www.thinkuknow.co.uk](http://www.thinkuknow.co.uk)

**Know IT All for Parents** – a range of resources for primary and secondary schools by Childnet International. Has a sample family agreement [www.childnet-int.org/kia/parents](http://www.childnet-int.org/kia/parents)

**Stonewall** - the gay equality organisation founded in 1989. Founding members include Sir Ian McKellen. [www.stonewall.org.uk](http://www.stonewall.org.uk).

**Get Safe Online** – free online security advice from the UK government security service to help protect computers, mobile phones and other devices from malicious attacks <https://www.getsafeonline.org/>