



ELTHAM
CHURCH OF ENGLAND
PRIMARY SCHOOL
SINCE 1814

ANTI BULLYING POLICY

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Anti - Bullying Policy

Act Justly, Love Mercy, Walk Humbly with your God

We believe this policy relates to the following legislation:

- Children Act 1989
- School Standards and Framework Act 1998
- Education Act 2002
- Education and Inspections Act 2006
- Equality Act 2010
- Education Act 2011

The following documentation is also related to this policy:

- Action on Bullying (Estyn 2014)
- Bullying: Effective Action in Secondary Schools (Ofsted)
- Cyberbullying: Supporting School Staff (DCSF)
- No Place for Bullying (Ofsted 2012)
- Preventing and Tackling Bullying - Advice for School Leaders, Staff and Governing Bodies (DfE)
 - Safe from Bullying: Guidance for Local Authorities and Other Strategic Leaders on Reducing Bullying in the Community (DCSF)

We acknowledge the School Standards and Framework Act 1998 that clearly states that all maintained schools must have in place an Anti-Bullying Policy that outlines procedures in order to prevent bullying among pupils.

We have a duty of care to protect pupils from bullying as part of our responsibility to provide a safe, secure, caring and friendly school environment for all the children in order to protect them from those who wish to deliberately hurt them either physically or emotionally. We believe all our safeguarding procedures are in line with Sections 3(5) and 87(1) of the Children Act 1989 and Section 157 of the Education Act 2002 and that we promote the welfare of all children in our care.

We believe bullying takes many forms such as physical, verbal, social exclusion and the misuse of mobile phones and Internet social networking websites. It is our duty to look out for all signs of bullying and to take the appropriate action to stop it. We will deal with all incidents of alleged bullying.

The school aims to promote behaviour in pupils, which shows care and consideration for others and respect for the environment. We strive to provide a secure and stimulating setting in which they can feel comfortable and happy with their learning.

Defining bullying

There are four main types of bullying. They are:

- Physical (hitting, kicking, damaging belongings)
- Verbal (name calling, racist remarks)
- Indirect (spreading rumours, excluding someone from a social group)
- Cyber (sending nasty texts, e-mails phone calls)

The nature of bullying

There are many definitions of bullying, but it is generally accepted to be:

- Deliberately hurtful (including aggression)
- Repeated, often over a period of time
- difficult for victims to defend themselves against

We appreciate that children who are bullied often feel frightened, angry and perplexed. These are natural emotions and parents will often become distressed themselves if they feel that their children are being bullied. Bullying and its distressing effects can only be dealt with if responsible adults are made aware of what is happening. Pupils must be encouraged to report bullying. This policy is designed to ensure that as a school we are alert to the signs of bullying and act promptly and firmly against it.

Working with parents:

The principles under-pinning this policy are:

- Eltham Church of England Primary School is committed to inclusion, equality and justice
- All people should be treated fairly and with respect and dignity
- All members of the community have a responsibility to take reasonable care for the health and safety of others at work
- All forms of bullying behaviour are unacceptable and the school operates a zero tolerance approach
- Where bullying is challenged effectively people feel safe and happy and will demonstrate that we are a caring school

The aims of this policy are to ensure that:

- All members of the school's community feel safe and learn, play, work and enjoy the company of others
- All members of the school community are listened to and have their concerns taken seriously
- Effective steps are in place to prevent physical, verbal, indirect and cyber bullying
- There is a consistent approach to responding to and with dealing bullying swiftly

Current practice ensures that through the curriculum and times of Collective Worship:

- Bullying and friendship issues are dealt with
- Opportunities are provided through class worship and role play to explore feelings and view bullying from both sides, hear what other people feel and experience
- Encourage pupils to seek support from adults in school
- Help pupils to be patient and reflective
- Help pupils develop positive strategies and assertiveness
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Teachers must be vigilant at break times when supervising pupils and play is observed and monitored to ensure pupils' safety.

We believe that we will be successful for staff when:

- When the curriculum is effectively delivered
- The consequences of bullying are fully understood by all staff and responses are swift and positive
- They feel confident in asking for advice and support with bullying issues
- Through monitoring playground play the quality of playground supervision is excellent
- Teachers feel confident to use a restorative approach as an effective way of resolving conflict (see Behaviour and Discipline Policy)
- All incidents are recorded appropriately in the School's Bullying Log
- A central log of bullying incidents are kept
- Bullying logs shared regularly at SMT meetings to ensure all leadership members are aware of content

We believe that we will be successful for children when they:

- Feel confident enough to talk to an adult without feeling they are telling tales
- Are able to support each other positively within friendship groups
- Are able to demonstrate their disapproval of bullying
- Are able to show understanding and support to children who may have been bullied
- Are thoughtful and careful about teasing and using personal remarks
- Don't stand by and watch, but get an adult straight away
- Understand that nobody 'deserves to be bullied' and each individual owns their own behaviour

We believe that we will be successful for parents when they:

- Feel confident about engaging with the school
- Understand the school's approach to dealing with bullying
- Are satisfied that the school is doing everything it can to deal with and limit bullying

What should a parent do if they believe their child is being bullied

If a parent suspects that their child is being bullied they should contact the school immediately. Initially they should speak to their child's class teacher. If a parent has very serious or urgent concerns they should contact the school office for an appointment to meet with Mrs Rhodes (Deputy Headteacher) in the first instance.

Parents should:

- Try to react proportionally to any incidents involving their children
- Show sympathy but try not to dwell on the situation
- Tell your child that bullying does exist and it's not their fault
- Not try to deal with school related incidents without contacting the school first.
- Not tell siblings or friends to deal with the problem.
- Not approach a child, even if you feel that your child is being bullied. They are likely to be accused of intimidation or bullying themselves.

If a parent is unhappy with the outcome of an investigation, they can contact the Chair of Governors as set out in the school's complaints procedures.

All cases of bullying are taken seriously and will be dealt with immediately.

What does the School do to try and eliminate bullying?

The School takes bullying very seriously and thoroughly investigates all reported incidents. We continually promote our expectation of high standards of behaviour by:

- being good role models and not using bullying methods of teaching
- use Restorative Approaches to manage conversations between both parties
- giving children the opportunity to talk about incidents of bullying, aggressive behaviour or ostracism during circle time
 - commanding appropriate behaviour and showing disapproval of unacceptable behaviour
 - teaching pupils how to talk through their disputes, rather than using aggression or bullying
 - teaching children about bullying, why it is pernicious and where children can get help
 - supporting people who do bully to change their behaviour patterns
 - positive class teaching, - providing opportunities within the curriculum to discuss bullying issues e.g. using improvisation and drama to explore the issue
 - using assemblies to promote and foster a positive school ethos
 - helping people to build positive self- images

How do we support the victims of bullying?

Initially we feel it is important to listen carefully to, and believe the recipient's perception of what has happened to reassure them that they have acted correctly by telling an adult.

The recipient will be asked to explain fully what has happened and asked questions in a nonjudgemental way so they are not made to feel that they are responsible for the behaviour, or that their complaint is trivial or time wasting. The accused perpetrator of the bullying will be questioned and listened to along with any reliable witnesses. Having listened to both accounts, if it is felt that further action is necessary the parents of both children will be contacted.

Children who have been the victim of bullying can expect support in the following ways:

- by letting them know that the School fully supports them
- by reassuring them that the behaviour will be dealt with
- by ensuring that they receive an apology from the bully
- by giving them support to re-build their confidence and be more assertive
- by providing children with a 'safe haven' during break times where they can feel secure and comfortable

Why do some people bully?

People who bully come in all shapes and sizes, all colours, all ages and both sexes. People who get bullied, too, come in all shapes and sizes, all colours, all ages and both sexes.

Some people are both recipients and perpetrators of bullying.

It is generally recognised that there are two reasons why people bully others. Firstly, because they enjoy the feeling of power it gives them. Secondly, members of a group can feel closer to each other by picking on an 'outsider'.

Bullying is learned behaviour; probably from a variety of sources including parents, teachers, the media and other people. Because it is learned behaviour with good role models and skilful teaching it can be unlearned. However, this does take time.

How does the school deal with perpetrators of bullying?

We believe that education and awareness raising is the most effective way of dealing with children who have learned bullying. Our aim is to get the person who has been using bullying behaviour to feel concern for the victim. The parents of children who have been accused of bullying will be contacted straight away and made fully aware of the allegations. Perpetrators of bullying will have to account for their actions and apologise to their victims. A Restorative Approach will be used to try to resolve any conflict and repair relationships. The School may impose sanctions as set out in the Behaviour and Discipline Policy.