



Edale Rise Primary and Nursery School Anti-Bullying Policy



Introduction:

This school is committed to providing a caring, friendly and safe environment in which all pupils and adults can flourish. **Bullying of any kind is unacceptable in our school.** Pupils and adults should feel able to talk about their experiences and know that all incidents involving bullying will be dealt with promptly and effectively. Anyone who knows that bullying is happening is expected to tell staff.

This policy links with our policies for Behaviour, PSHE, Safeguarding, and the 2010 Equality act.

This policy has been written in collaboration with governors, staff and children.

What is bullying?

Bullying is the sustained use of aggression with the intention of hurting another person, physically or emotionally. This policy includes incidents of cyber-bullying. Bullying may result in pain, distress and the loss of self-esteem in the victim.

Prevention of Bullying:

At this school we believe that, wherever possible, preventing bullying is preferable to dealing with incidents after they have happened. We seek to create an ethos in school where bullying does not happen and where children feel secure and confident to share their worries. We have the following measures in place:

- A well embedded, child-friendly school ethos which focusses on empathy and respect– the 'Take Care' ethos.
 - We Take Care of Ourselves
 - We Take Care of Each Other
 - We Take Care of our Work
 - We Take Care of our School and our World
- A Home School contract, signed by parents, pupils and the Head Teacher, where all agree appropriate conduct
- A curriculum which addresses the issue of bullying and an emphasis on building confidence and resilience in our children.
- Explicit lessons on E-Safety and cyber-bullying.
- A PSHE curriculum which uses SCARF (a scheme of work written by PSHE specialists) to ensure teachers have up to date information on teaching issues regarding bullying.
- A full-time learning mentor who regularly works with small groups and on a one-to-one basis with children who may be potential bullies or victims of bullying
- Support for parents and awareness raising if required
- Regular staff training and updates
- All behaviour incidents are logged on scholarpack and tracked by staff. Where patterns emerge, immediate action is taken
- Bullying incidents are reported to the Trust at every termly standards meeting. Details are discussed including outcomes and any support the school may need

Types of Bullying:

- Emotional: unfriendliness, exclusion, tormenting, threatening
- Physical: any threat or use of physical violence
- Racist or religious: racial or religious taunts, graffiti, gestures
- Sexual: unwanted physical contact or sexually abusive comments
- Homophobic: abusive comments focussing on sexuality
- Verbal: name calling, rumours, teasing
- Cyber: misuse of areas of internet, threats via mobile 'phone or internet chat rooms

Incidents must also be reported if bullying is occurring on the journey to and from school as this can be dealt with in liaison with community services such as PCSOs

Bullying of adults in school is acknowledged to be equally serious as bullying of children. The school will not tolerate the bullying of its staff by parents, children or other members of the school community. Bullying among parents will not be tolerated and will be dealt with by the Leadership Team.

Reporting and Responding to Bullying:

All members of the school community who witness, become aware of suspect bullying is taking place have the **responsibility** to report, regardless of whether or not they are involved.

If parents have any concerns they can report these to any member of staff in school who will direct them to a senior leader.

Children have a variety of ways to report bullying:

- Speaking to their class teacher or class teaching assistant
- Speaking to another member of staff with whom they feel comfortable
- Self-referring to the Learning Mentor via the 'Chatterbox'
- Talking to another child, who can then report to staff
- Talking to their parent, who can then report to staff

Staff will respond in a variety of ways:

- Conversation with the children involved
- Open discussion in class as part of a PSHE session or at a specially arranged session
- Refer to the learning mentor, who will inform a senior leader
- Refer directly to a senior leader
- Inform parents of both the bully and the victim and invite them into school to discuss the situation (with senior staff and a member of the Governing Body, if appropriate)

Outcomes:

- Victim or victims to be supported by the Learning Mentor in regular 1:1, group sessions, or daily 'check-ins'
- Focussed work around bullying behaviour to take place immediately. If appropriate, with the support of outside agencies (Anti Bullying Team, MALT CAMHS, possibly work with the whole family and Restorative Justice with the Police).
- The bully or bullies should acknowledge the impact of their actions and apologise for them.
- Further sanctions may take place (suspension or exclusion)
- Situation to be monitored by staff via the Class Conference system and parents to be kept informed

It is the responsibility of all staff at Edale Rise Primary and Nursery School to implement this policy.

Appendix 1:

Signs and Symptoms of Bullying

A child may indicate by signs or behaviour that he or she is being bullied. All adults in school and parents should be aware of these possible signs. They should investigate further if a child:

- Is afraid to walk to or from school
- Begs to be accompanied to school
- Changes their usual routine
- Is unwilling to go to school
- Begins to truant
- Becomes withdrawn, anxious or lacking in confidence

- Starts stammering
- Attempts or threatens suicide or runs away
- Cries themselves to sleep or has nightmares
- Feels ill in the morning
- Begins to do poorly in school
- Comes home with clothes or property damaged
- Has possessions that 'go missing'
- Asks for money or begins stealing money (to pay bully)
- 'Loses' dinner money
- Has unexplained cuts or bruises
- Comes home hungry (lunch or dinner money stolen)
- Becomes aggressive, disruptive or unreasonable
- Starts bullying other children or siblings
- Stops eating
- Is afraid to say what is wrong
- Gives improbable excuses for any of the above
- Is afraid to use the mobile 'phone or the Internet
- Is nervous and jumpy when a text message arrives

These signs and behaviours may not necessarily be as a result of bullying. However, it should be considered as a possibility and investigated further.

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