

LITTLE THURROCK PRIMARY SCHOOL



Anti Bullying Policy

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Anti Bullying Policy

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Introduction

This document sets out the Anti-Bullying Policy for Little Thurrock Primary School.

We believe that challenging bullying effectively will improve the safety and happiness of our children, show that the school cares and make it clear to bullies that their behaviour is unacceptable. Bullying, either verbal or physical, will not be tolerated in this school. We have the right to come to school without being bullied. We have the responsibility not to bully or accept the bullying behaviour of others. It is everyone's responsibility to prevent it happening and, with this in mind, guidelines have been laid down as part of the Trust's Behaviour Policy.

Rationale

We believe that the way we feel about our relationships and ourselves has a major impact on our ability to learn. Our children need to feel safe and secure at school in order to learn and achieve. Research shows that the common effects of bullying are anxiety and depression, poor self-esteem, and withdrawal. No one should be a victim of bullying. Everybody has the right to be treated with respect. Children who are bullying need help to learn different ways of behaving.

Definition

Bullying is behaviour which deliberately targets another person/s making them feel uncomfortable, distressed or threatened. Bullying is repeated over time.

Bullying can be:

- Emotional – being unfriendly, excluding, tormenting;
- Physical – pushing, kicking, punching or any use of violence;
- Verbal – name-calling, sarcasm, spreading rumours and teasing;
- Racist – racial taunts, graffiti, gestures;
- Sexual – unwanted physical contact or sexually abusive comments;
- Homophobic – because of, or focusing on the issue of sexuality.
- Extortion - demanding money/goods with threats
- Cyber - all digital technologies, including hardware such as computers and smartphones, and software such as social media, instant messaging, texts, websites and other online platforms misuse

Aims

As a whole school community, we aim:

- For everyone to have a 'zero tolerance' towards any sort of bullying;
- To create a school ethos that encourages children to disclose and discuss incidences of bullying behaviour and to know they are being listened to;
- To raise awareness of bullying as a form of unacceptable behaviour with all school governors, staff, children and parents and carers;
- To develop procedures for noting and reporting incidents of bullying behaviour;
- To develop procedures for investigating and dealing with bullying behaviour;
- To develop a programme of support for those affected by bullying behaviour and for those involved in bullying behaviour;
- To implement a curriculum that will help children to understand what bullying is and how to deal with bullying;
- To implement a curriculum that will help children develop skills of independence, responsibility, understanding the consequences of your own actions and empathy, in order to recognise bullying, the consequences of bullying, how to deal with bullying and how to respond more confidently towards bullying and how to be more resilient.

Purpose of the Policy

To provide a framework to promote the emotional health and wellbeing of the whole school community by providing:

- A supportive culture and ethos;
- A curriculum which supports positive relationships and builds positive self-esteem, confidence and independence;
- A safe, secure and stimulating environment;
- Strategies to support the victims of bullying and deal with those who do bully;
- A consistent approach to dealing with incidents of bullying;

- A shared understanding of how bullying is addressed at Little Thurrock Primary School.

Implementation

- We are committed to addressing the incidents of bullying as and when they occur. All staff are involved in identifying any type of bullying that occurs. This includes any behaviour changes that indicate a child might be being bullied.
- Every member of the school staff will take all incidents and allegations of bullying extremely seriously. Concerns raised by children, parents and carers and other members of staff will be listened to and investigated as soon as possible.
- Once an incident of bullying has been investigated and found to be actual, all relevant members of staff will be informed and the parents or carers of all children involved. An action plan will be implemented to ensure that the bullying does not continue. This action plan will be shared with all relevant adults and children.
- Children will be informed that they can discuss in confidence any issue that is worrying or upsetting them with any staff member. Children will be informed that help and support can be received from all staff members.
- All members of the school community will be encouraged to have 'zero tolerance' towards bullying and this will become part of the school ethos.
- Clear guidance will be given to all staff on how incidences of bullying should be dealt with and recorded.
- Thurrock LA guidelines will be followed by the school for the reporting of bullying and racist bullying incidents.
- Our school will respond promptly and effectively to reported incidents of bullying.

Strategies to Support Implementation

The following strategies will be used consistently to support this Policy and to address bullying at our school:

- Individual, group and whole class discussions to explore the reasons behind incidents of bullying and to raise awareness of the consequences of such actions for themselves and others;
- Early involvement of parents and carers. Parents and carers will be involved immediately and sensitively and helped to support their children whether they are the bully or the victim;
- Through PSHE and role play, involvement of children in developing conflict resolution skills and in dealing with bullying;
- A planned programme of PSHE (No Outsiders) will address issues surrounding bullying, prejudices and misconceptions, as well as promoting and celebrating individual worth and self-esteem;
- The development of a supportive environment that reassures victims they are not to blame and an environment that has a zero tolerance towards any form of bullying;
- Regular monitoring of both bully and victim will take place to prevent any further incidents of bullying and to ensure that any further incidents are dealt with swiftly if needed;

- Wellbeing Ambassadors provide additional means of communication for children to share their worries and concerns too peers. They will then seek help from adults.
- Support and guidance will be sought from outside professional bodies where appropriate.

SEND

As SEND children are particularly vulnerable, it is vital for us as a school to ensure that we support and develop their skills so that they can recognise, report and deal with any alleged bullying. In some cases, plans will need to be drawn up to meet the needs of the individual as well as special consideration for each and every child's specific needs when dealing with a bullying incident.

Monitoring and Evaluation

We will keep accurate records of incidents and the school's response and actions. This will enable us to analyse patterns of behaviour, including type of incident, location, time and pupils involved, all of which enables trends to be identified and future practice to be informed. Pupil voice will allow us to support children when needed in the understanding of bullying and what to do to ensure that this is picked up on immediately.

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

Kidscape

www.kidscape.org.uk

02077303300

Childline – advice and stories from children who have survived bullying

08000 1111

Bullying on line

www.bullying.co.uk

Parentline Plus – advice and links for parents www.parentlineplus.org.uk

08088002222

Parents Against Bullying

01928 576152

Useful sources of information

Stonewall - the gay equality organisation founded in 1989. Founding members include Sir Ian McKellen. www.stonewall.org.uk.

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

Chatdanger - a website that informs about the potential dangers online (including bullying), and advice on how to stay safe while chatting 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

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

Review

The governing body reviews this policy every year. The governors may however review the policy earlier than this, if the government introduces new regulations, or if the governing body receives recommendations on how the policy might be improved.