



Anti-bullying Policy

Eastergate C.E. Primary School

**Adopted by the Full Governing Body
18th October 2017
Review Date: October 2018**



Introduction

At Eastergate CE Primary School, we believe that we have a duty to develop the whole child, socially, emotionally, academically, physically and spiritually. We want our children to develop a sound understanding of what is right and wrong to be able to make decisions in later life. Children also need to understand that their actions have consequences for others and that they are responsible for their own behaviour. We expect high standards of behaviour both in the classroom and on the playground, and we have school rules that are based on principles that are general and far reaching rather than being specific to school.

As a Church school with a Christian ethos, bullying will not be tolerated. Bullying is wrong and damages children. The aim of this policy is to provide pupils with a safe and secure working environment.

This policy aims to produce a consistent response by the school to any bullying incidents that may take place.

We are a TELLING school. This means that all pupils are encouraged to tell if they know that bullying is happening, either to themselves or to someone else. We all take responsibility for each other.

Recognising the signs of bullying

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

Bullying can be:

- Emotional: being unfriendly, excluding, sending hurtful messages, tormenting,
- hiding someone's property, threatening looks or gestures
- Physical: pushing, kicking, hitting, punching or any use of violence
- Racist: racial taunts, name calling, graffiti, gestures
- Sexual: unwanted physical contact, sexually abusive comments
- Verbal: name calling, sarcasm, spreading rumours, teasing, ridiculing
- Cyber (see appendix 1)
- All areas of internet, such as email and internet chat room misuse
- Mobile threats by text messaging and phone call
- Misuse of associated technology, e.g. camera and video facilities



Why it is important to respond to bullying

Bullying hurts. Everyone has the right to be treated with respect. Bullies need to learn to change their behaviour. The school has a responsibility to respond promptly and effectively to issues of bullying.

Factors that can make bullying more likely

- a lack of close friends in the school
- shyness
- race, religion or social class
- a disability or some other obvious difference, e.g. stammering

Signs and Indicators

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and they should investigate if a child:

- becomes withdrawn and anxious
- shows a deterioration in his or her work
- starts to attend school erratically
- has spurious illnesses
- persistently arrives late at school
- prefers to stay with adults
- changes in their usual behaviour patterns
- has clothes torn or belongings damaged
- has possessions “go missing”
- has unexplained injuries
- is frightened to say what is wrong
- gives improbable excuses

Preventing Bullying

The school will take every opportunity to demonstrate to pupils, through the curriculum and by example, and by the schools accepted Code of Conduct that it is totally opposed to bullying.

The school teaches our pupils strategies that help to build their self-confidence and assertiveness in a socially appropriate manner.

Staff will not ignore bullying or suspected bullying. All school staff will, wherever possible, intervene to prevent bullying incidents from taking place.



The school will encourage pupils to report any incidents of bullying to a teacher or other adult at school. Pupils will be told that they may bring a friend with them if they wish.

The school strongly emphasises the need for openness and actively encourages the children to report any incidents or behaviours which make them feel uncomfortable.

The schools anti-bullying policy is available for parents.

Dealing with Bullying Incidents

Any incidents of bullying will be taken seriously and dealt with as quickly as possible. Staff will do all they can to support the victims of bullying and make it clear to the bully that this behaviour is not acceptable.

In dealing with bullying, school staff will:

- not ignore it
- not make premature assumptions
- listen to all accounts of the incidents
- adopt a problem-solving approach that encourages pupils to find solutions rather than simply justify themselves.
- ensure apologies are made
- make regular follow-up checks to ensure that bullying has not resumed

If a Pupil is Bullied

Staff who receive a report of a bullying incident from a pupil will:

- listen to the pupil's account of the incident
- reassure the pupil that reporting the bullying incident was the right thing to do
- make it clear to the pupil that he or she is not to blame for what has happened
- make a note of what the pupil says
- explain that the pupil should report any further incidents to a teacher or other member of staff immediately.

Staff will ask the pupil:

- What has happened?
- How often it has happened?
- Who was involved?
- Where it happened?
- Who saw what happened?
- What he or she has done about it already?
- Any witnesses to the incident(s) will also be asked to share what they have seen.



Advice to Pupils

The school will advise pupils who are caught up in bullying incidents to:

- stay calm and look as confident as possible
- be firm and clear, look the bully in the eye and tell them to stop
- get away from the situation as quickly as possible
- immediately tell an adult what has happened.

Supporting Pupils Who Have Been Bullied

- pupil is assured he/she is right to report the incident/s
- pupil sees that the incident is treated seriously, investigated thoroughly and dealt with fairly
- pupil is reassured that everything is being done to prevent any repetition of the bullying behaviour
- pupil is reassured that staff will be extra vigilant
- the pupil will be assured by ongoing monitoring that he/she is safe and secure.

Dealing with Serious Bullying

If the preventative measures do not succeed, serious bullying will be dealt with under the school's discipline policy. The bully will:

- lose any break or lunchtime privileges
- be withdrawn from a school trip or sports event where these are not an essential part of the curriculum
- be internally excluded for a fixed period
- be excluded from school for a fixed period
- In the most serious cases, permanent exclusion could be the most likely sanction if the bullying involves serious actual or threatened violence against another pupil or if it amounts to persistent and defiant misbehaviour.

Recording Incidents

All incidents of bullying and discussions with the pupils involved will be recorded, along with the school's response.

Partnership with Parents and Carers

The school will work with parents in dealing with bullying. Bullying in school is everyone's problem. All staff, pupils and parents should be aware that bullying



exists and share a commitment to combat it and to make the school a happier place for everyone.

The school will ensure that parents are aware that school has policies to deal with bullying.

Parents, carers and families are often the first to detect signs of bullying. Common physical symptoms include headaches, stomach aches, anxiety and irritability.

The school will encourage parents who suspect that a child is bullying or being bullied to immediately contact the school and make an appointment to see the child's teacher as soon as possible.

Parents and carers of all concerned will be informed of incidents and involved in discussions. The school will discuss with parents how they can work together to stop the bullying.

Helping the Bullies to Change

Staff will spend time to help pupils who have bullied others to change their behaviour. If a pupil is bullying others, staff will:

- talk to the pupil and explain that bullying is wrong and makes others unhappy
- discuss with the pupil how to join in with others without bullying
- talk to the pupil about how things are going at school, his or her progress and friends
- give the pupil lots of praise and encouragement when he or she is being kind and considerate to others.

Prevention

- Every class has a written code of conduct which is on display in each classroom.
- The school promotes acceptable and proper behaviour through whole school assemblies and through the PSHE curriculum
- The school raises awareness about bullying and why it matters
- The school teaches the children about their rights and responsibilities through PSHE and in assemblies
- The school actively takes part in National Anti-Bullying Week



Monitoring and Review

This policy is regularly monitored by the Headteacher, staff and governing body to ensure that it is working as effectively as possible.

Appendix 1 Cyber Bullying Policy

Rationale & Definition

“Cyber bullying is the use of modern communication technologies to embarrass, humiliate, threaten, or intimidate an individual in the attempt to gain power and control over them.” (Glenn R. Stutzky, University of Michigan)

The anonymity that new communications technologies offer anyone with a mobile phone or Internet connection can be a target for cyber bullying. What is more, bullies can reach much larger numbers within a peer group than they can with conventional bullying. Vindictive comments posted on a website, for instance, can be seen by a large audience, as can video clips sent by mobile phone.

Most cyber bullying is done by pupils in the same class or year group. Although it leaves no visible scars, cyber bullying of all types can be extremely destructive.

Statement & Commitment

Eastergate CE Primary School will not tolerate any form of cyber bullying in any of its forms and is committed to ensuring that all stakeholders including governors, parents, staff, pupils and visitors know what is not acceptable but also where to get help.

The school will also endeavour to promote and actively seek out and provide advice, strategies and guidance for staff, students and parents in understanding what constitutes cyber bullying, where to seek help and what behaviour is expected.

The school recognises that Cyber bullying can affect a significant number of pupils. The school ensure that

- There is a clear policy for cyber- bullying and e-safety
- Pupils are taught how to use technology safely and appropriately.
- Training opportunities are offered for both staff and parents



Governors and Headteacher:

Have a duty to ensure that:

- bullying via mobile phone or the Internet is included in mandatory anti-bullying policies, that these policies are regularly updated, and that teachers have sufficient knowledge to deal with cyber bullying in school
- 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
- security systems are in place to prevent images and information about pupils and staff, being accessed improperly from outside school
- they work with police and other partners on managing cyber bullying.

Members of staff

Familiarise themselves with their role and responsibilities in:

- teaching children safe Internet protocol
- applying school policy in monitoring electronic messages and images Give pupils key guidance on:
- personal privacy rights
- material posted on any electronic platform
- photographic images Staff is responsible for:
- taking action if a pupil is being cyber-bullied or is bullying someone else
- teaching pupils the value of e-communications and the risks and consequences of improper use, including the legal implications
- keep up a dialogue with parents about emerging technologies their child might be using.
- ensure parents know who to approach at the school if they suspect that their child is being cyber-bullied or is bullying someone else.