



Policy Statement for Anti-Bullying

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Date for next review: Summer Term 2016

Signed by:

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Chair of Governors

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Introduction

Bullying is a deliberate and harmful behaviour, it is repeated over time and there is usually an imbalance of power, which makes it hard for those being bullied to defend themselves. Bullying is a **persistent, deliberate attempt to hurt or humiliate someone**. The hurtful action can be **physical**, ranging from prodding or pushing to kicking, hitting and serious physical assault; or **psychological**, including threats, taunts, shunning name calling, and verbal abuse or spreading rumours. Bullying can also include interference with personal property, or extortion as well as including those incidents that take place via the World Wide Web (Cyber bullying). **(Appendix 1)**

The Schools Approach

Surfleet Primary School aims to develop the potential of each child and meet their needs intellectually, socially, physically and emotionally. We do not accept that bullying is an acceptable part of any child's education and therefore strive to make sure bullying is prevented.

We aim to achieve this, in partnership with parents and carers **(Appendix 2,3,4)**, in the following ways:

- Taking a firm and public stand against bullying in our school
- Raising awareness of the problem through personal, social and health education and letters to parents
- Implementing anti-bullying strategies
- Providing a structure for reviewing and evaluating anti-bullying work in the school

We recognise that bullying exists in every school and as such have developed a whole school approach through PSHE and SEAL, which works on building self esteem, assertiveness, respect for self and others. The children are encouraged to care for one another through following the whole school code of conduct.

Surfleet Primary School are 'listening' schools where the concerns of our pupils are taken seriously and at the earliest possible opportunity. Staff follow the agreed procedure:

1. When a pupil says they are being bullied, it is important to **acknowledge** this. Their feeling that they have been bullied should **not** be dismissed.
2. Every incident will be investigated: all parties concerned will be spoken to individually to gather all perspectives.

3. Although confidentiality is offered it is also made clear that some statements will need to be checked out with other parties.
4. The incident is logged (**Appendix 5**)
5. As part of the process of responding to an incident, there is an agreement to meet at some point in the future to see whether the situation has been resolved, or whether further works needs to be done.
6. Where a problem has not been resolved, the school's strategy will be reviewed and further advice sought.

Any forms of bullying can be brought to the attention of an adult with by the victim(s), their friend(s), their parent(s) or a witness(es)

In addition to staff training in SEAL and PSHE and the development of a whole school behaviour policy, which is modelled on assertive discipline approach, we have developed a range of anti-bullying strategies. **(For a full list of rewards/ sanctions please refer to the Positive Behaviour, SEAL and PSHCE policies).**

Monitoring and Evaluating the Effectiveness of the Policy

If our policy is successful, the whole school will be able to answer 'yes' to all these questions:

- a) Do pupils feel able to tell a member of staff if they are being bullied?
- b) Do pupils feel able to tell a member of staff if they have seen someone bullying or being bullied?
- c) Do pupils feel confident that there will be a consistent and definite response?
- d) Is bullying dealt with promptly, fairly and consistently?
- e) Does the response include support of the victim and of the individual group demonstrating bullying behaviour?
- f) Is there a clear and consistent approach?
- g) Has the development of the playground included a consideration of the design, supervision and use of the playground?
- h) Is there a clear, consistent lunchtime policy operated by the midday supervisors in line with the school approach?

These questions will be formally monitored on an annual basis by parent/carer and pupil questionnaires. In year monitoring will also take place via assemblies, conversations and pupil conference days, throughout the academic year.

Conclusion:

By following this policy, we at Surfleet Primary School seek to maintain a high profile for the anti-bullying policy and build a strong ethos of anti-bullying in our school.

Please also refer to the equality and diversity strategy regarding prejudice-based bullying, including that relating to:

- Sexual Orientation
- Sex
- Race
- Religion and belief
- Gender Reassignment
- Disability

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Appendix 1

Some pupils are heavily influenced by their communities or homes where bullying and abuse may be common. Some bullying at school may arise from trauma or instability at home related to issues of domestic violence or bereavement, or from the experience of being part of a refugee family. Siblings of vulnerable children may themselves be the subjects of bullying by association.

Sexist, sexual and transphobic bullying

Sexist and sexual bullying affects both genders. Boys may be victims as well as girls, and both sexes may be victims of their own sex. Sexual bullying may be characterised by name-calling, comments and overt 'looks' about appearance, attractiveness and emerging puberty. In addition, uninvited touching, innuendos and propositions, pornographic imagery or graffiti may be used.

Children and Young people identifying as transgender or experiencing gender dysphoria (feeling that they belong to another gender or who do not conform with the gender role prescribed to them) can be targeted by bullies; this can be confused with homophobia in some cases. Children and young people can also be targeted due to family members identifying as transgender.

Cyber bullying

Cyber bullying is a 'method' of bullying, rather than a 'type' of bullying. It includes bullying via text message, via instant-messenger services and social network sites, via email, and via images or videos posted on the Internet or spread via mobile phone. It can take the form of any of the previously discussed types of bullying, i.e. technology can be used to bully for reasons of race, religion, sexuality, disability, etc.

Though the evidence base is narrow, UK studies indicate that around 20 per cent of children and young people have suffered cyber bullying. Prolonged campaigns of harassment can occur. There is some evidence of a strong transition in cyber bullying: those who have been bullied can go on to do the bullying themselves.

Anti-bullying information sheet for parents

Is it bullying?

It is if individuals or groups are:

- calling your child names
- threatening him/her
- pressuring your child to give someone money or possessions
- hitting your child
- damaging your child's possessions
- spreading rumours about your child or your family
- using text, email or web space to write or say hurtful things about your child (cyberbullying).

It is also bullying if your child feels hurt because of things said about their ethnic background, religious faith, gender, sexuality, disability, special educational need, appearance or specific issues in your family.

What should you do if your child is being bullied?

- Talk to school staff about the bullying. At **Surfleet Primary** your first contact point to report concerns about bullying is (class teacher/form teacher). They are best contacted on 01775 680373.
- It will help to sort out what action to take if you can bear in mind that the teacher may have no idea that your child is being bullied or may have heard conflicting accounts of an incident.
- Be as specific as possible about what your child says has happened; give dates, places and names of other pupils involved.
- Make a note of what action the school intends to take.
- Ask if there is anything you can do to help your child.
- Stay in touch with the school. Let them know if things improve as well as if problems continue.

What will Surfleet Primary School do?

Surfleet Primary School does not tolerate bullying. This is what we do about bullying:

- work to make sure that the person being bullied is safe
- work to stop the bullying happening again
- provide support to the person being bullied
- take actions to ensure that the person doing the bullying learns not to harm others.

Families who feel that their concerns are not being addressed appropriately by the school might like to consider the following steps:

- check with the school anti-bullying policy to see if agreed procedures are being followed
- discuss your concerns with other parents
- make an appointment to discuss the matter with the Headteacher and keep a record of the meeting
- if this does not help, write to the chair of governors explaining your concerns and what you would like to see happening.

If you need further support and information at any stage or the problem remains unresolved, ring the helpline at Parentline Plus **0808 800 2222** or contact other local and national support groups.

Appendix 3

Model letter to parent informing them of their school's complaints procedure

Dear Parents,

Compliments and complaints

We strive to be a school where you are more than satisfied with what we do to support your child, especially in difficult situations. When you think we do this particularly well, please let us know. Staff work hard for the pupils and we all want to recognise that.

But sometimes things may not go well. For example, you may feel that your child is being bullied and are not happy that the right things have been done to address this. We hope that good communication would solve such a problem. Our aim is that by careful listening, constructive discussion and sensible actions we can work together to solve problems, and so improve our school systems further. But if the problem persists you may wish to make a complaint.

When should I complain?

If you believe that something is seriously wrong then make a complaint. We will investigate it and base what we do on the governing body's agreed policy.

Whom do I contact?

That depends on the particular situation. Often your child's class teacher will be able to deal with the matter. More serious problems might require the intervention of a senior member of staff or the head teacher. Most problems can be solved in this way. A complaint about the conduct of the head teacher should go to the chair of governors, addressed to the clerk to the governors at the school address.

What if the matter is still unresolved?

You should write to the head teacher, in the first instance, if you are dissatisfied with the handling of a complaint. The head teacher will investigate the matter and may invite you to a meeting to talk about it. The school may arrange for a suitable mediator to be present.

After trying all other avenues, you may decide to make a formal complaint to the governing body by sending a letter to the clerk to the governors at the school address. The governors will investigate and may invite you to meet them to discuss your concerns.

If you are still dissatisfied, after an investigation by the governing body, you may appeal to the LA. In cases where you believe that the school has acted unlawfully or unreasonably, or failed to fulfil a statutory duty, you can take your complaint to the Secretary of State for Children, Schools and Families.

If you want further information or support I recommend Parentline Plus to you as a source of information and advice (telephone: 0808 800 2222).

All this looks very formal, but very few problems have to go through such steps because we work hard to understand and resolve problems as quickly as possible. In this way pupils of the school get the best possible chance to succeed in their learning.

Yours sincerely,

Chair of Governors

Anti-bullying information sheet for pupils:

Is it bullying?

It is if you feel hurt because individuals or groups are:

- calling you names
- threatening you
- pressuring you to give someone money or possessions
- hitting you
- damaging your possessions
- spreading rumours about you or your family
- using text, email or web space to write or say hurtful things (cyberbullying).

It is bullying if you feel hurt because of things said about your ethnic background, religious faith, gender, sexuality, disability, special educational need, appearance or issues in your family.

We do not tolerate bullying. This is what we do about bullying:

- make sure that the person being bullied is safe
- work to stop the bullying happening again
- provide support to the person being bullied.

What should you do?

Talk to someone you trust and get them to help you take the right steps to stop the bullying.

If you feel you are being bullied:

- try to stay calm and look as confident as you can
- be firm and clear — look them in the eye and tell them to stop
- get away from the situation as quickly as possible
- tell an adult what has happened straight away or, if you do not feel comfortable telling an adult, tell a friend.

If you have been bullied:

- tell a teacher or another adult in your school

- tell your family
- if you are scared to tell a teacher or an adult on your own, ask a friend to go with you
- keep on speaking until someone listens and does something to stop the bullying
- don't blame yourself for what has happened.
- When you are talking to an adult about bullying be clear about:

What has happened to you, how often it has happened, who was involved, who saw what was happening, where it happened, what you have done about it already.

If you find it difficult to talk to anyone at school or at home, ring ChildLine on **freephone 0800 1111**. This is a confidential helpline. If you are hard of hearing you can use the **textphone 0800 400 222**. You can also write to Freepost 1111, London N1 0BR. The phone-call and letter are free.

Appendix 5

Bullying Incident Logging Form

<u>Member of Staff to whom the Incident was reported:</u>
<u>Alleged Victim(s) Name, Year, Class</u> <u>Name:</u> <u>Year:</u> <u>Class:</u>
<u>Date of Alleged Incident: (Day/ Month/ Year)</u>
<u>Time of Alleged Incident: (Hour: Minute (Am/ Pm))</u>
<u>Location of Alleged Incident:</u>
<u>Nature of Alleged Incident:</u>
<u>Details of any Injuries to the Victim(s):</u>
<u>Details of Witnesses and their report of the Incident:</u>
<u>Parents of Victim(s) Informed: (Please Circle)</u> Yes/ No
<u>Parents of Perpetrators Informed: (Please Circle)</u>

Yes/ No

Details of Immediate Action Taken:

Details of Follow Up and Diarised for future follow up with both victim/s and perpetrator/s (Headteacher):

Signed:

Date:

Follow up Diarised with Headteacher: (Date)