

Greenfields Federation

Littlehaven Infant School and Northolmes Junior School



Anti-Bullying Policy

Review date: September 2019
Ratified by the Governing Body: 24th September 2019
Next review: July 2020 (or before if guidance changes)

Aims of this policy

At Greenfields Federation we recognise that preventing, raising awareness and consistently responding to any cases of bullying should be a priority to ensure the safety and emotional well-being of all our pupils.

The aim of the anti-bullying policy is to ensure that all pupils and staff can work together in a supportive, caring and safe environment without fear of being bullied. Bullying is an anti-social behaviour and affects everyone; it is unacceptable and the school will not tolerate any form of this. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at school.

This policy should be read in conjunction with our Behaviour Policy, Safeguarding Policy and E-safety Policy.

What is bullying?

There is no legal definition of bullying but it is usually defined as:

Behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally, and where that individual or group feel they may not be able to defend themselves.

Bullying can often be aimed at certain groups, for example because of race, religion, gender or sexual orientation

We recognise that children, particularly when they are very young find it difficult to see the consequence of their behaviour from someone else's point of view and so it can be difficult to accurately identify 'bullying' from some of the reports that young children give us. Therefore all reported incidents will be dealt with seriously, but may not fall into the 'bullying' category.

Types of bullying

Bullying includes a wide range of repetitive behaviours with the intent to cause harm. For example name calling, offensive comments, hitting, kicking and shoving, theft or harm to belongings, graffiti, coercion, spreading of harmful messages through gossip, sending or spreading messages and images through mobile phones and the internet (cyber-bullying), deliberate exclusion from play and isolation.

The rapid development of, and widespread access to, technology has provided a new medium for 'virtual bullying', which can occur in and outside school. Cyberbullying is a different form of bullying which can happen beyond the school day into home and private space, with a potentially bigger audience, and more accessories as people forward on content.

Bullying linked to prejudice and discrimination Bullying can also be linked to prejudicial behaviour or targeting of certain individuals or groups – for example homophobic bullying, bullying of children with

special educational needs and disabilities, bullying related to health conditions and allergies, bullying related to race and religion, bullying of children in care, bullying of children who care for their parents or their siblings (young carers), and gender based bullying (e.g. transphobic, sexual and sexist bullying).

Bullying related to appearance We also know that children and young people can be subjected to bullying related to their physical appearance (e.g. weight, height, disfigurements, hair, teeth, skin conditions, glasses and clothes).

Sexual bullying Sexual bullying is any behaviour with a sexual element that is harmful, non-consensual and repeated. For example this could include sexual comments and name-calling, spreading of sexual rumours, use of technology to spread sexual gossip, comments or images, exposing body parts and non-consensual touch (e.g. touching body parts, pulling bra straps, raising skirts, pulling down trousers).

Bullying and crime

There are times that bullying behaviour becomes criminal - but not all bullying behaviour is criminal. Some examples of bullying behaviour that could be considered criminal include:

- threatening or actual physical assault
- threatening or actual sexual assault
- the use of technology to bully, coerce and harass
- theft
- coercing others to commit a crime
- hate crime (e.g. racism)

The Headteacher or senior member of staff will contact the police for advice on appropriate action to take if it is felt a crime may have been committed.

How would we know if bullying is happening?

Signs of bullying might include:

For young children changes in behaviour such as

- unwillingness to come to school
- becoming shy, nervous, withdrawn or isolating themselves from others
- clinging to adults
- feigning illness (such as stomach ache or headache)
- complaining about missing possessions
- refusal to talk about the problem
- being easily distressed
- damaged or incomplete work
- lacking concentration

Staff will use their knowledge of children to identify changes in behaviour that might indicate signs of bullying and will act promptly and firmly in accordance with this policy.

For adults signs of bullying might include:

- general low morale
- high rate of absenteeism
- frequent disputes, complaints, grievances
- members of staff/adults who seem isolated from others
- inefficient team-working

What are our responsibilities as a school community?

The Headteacher has a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils.

Professional relationships between members of staff are best conducted with respect and in a non-threatening manner, but there is also a legal requirement for the employer to provide a safe place of work for employees (Health & Safety at Work, etc, Act 1974). As bullying can irrevocably damage the mental health of an individual this responsibility extends to the eradication of bullying at Littlehaven.

To be successful in addressing bullying, every member of our school community must commit to recognising the signs of bullying, taking reported incidents of bullying seriously, and act to address bullying.

What do we do if we suspect bullying?

If bullying is suspected or reported, ***whether during school hours and on the school site or not:***

- the behaviour must be reported as soon as possible to a member of staff. (This approach may be made by a pupil, group of pupils, parent, carer or in some circumstances, by another member of staff.)
- the incident will be dealt with immediately by the member of staff who has been approached
- a clear account of the incident will be recorded and given to the head teacher/ member of SLT
- the head teacher or member of SLT will interview all concerned and will record the incident, interviewing the bully and the victim separately
- all staff will be kept informed by the Headteacher or member of staff dealing with the incident, as appropriate
- parents will be kept informed
- disciplinary measures will be used as appropriate and in consultation will all parties concerned
- for all incidents, the age of the child and their individual circumstances will be taken into account. [For example, pupils with Special Educational Needs, Children Looked After and so on.]

Pupils who have been bullied will be supported in a sensitive manner by:

- offering an immediate opportunity to discuss the experience with a member of staff of their choice and talking through the consequence
- reassuring the pupil
- offering continuous support
- restoring self-esteem and confidence

Pupils who have bullied will be helped by:

- discussing what happened
- discovering why the pupil became involved
- establishing the wrong doing, consequence and need to change
- informing parents or guardians to help change the attitude of the pupil and ensure all parties have a clear understanding about what has happened and why.

The following disciplinary steps can be taken:

- 1) official warnings to cease offending
- 2) exclusion from certain activities, such as playtime, for a fixed period.
- 3) exclusion from certain areas of the school premises, such as the playground for a fixed period.
- 4) short fixed-term exclusion
- 5) longer fixed-term exclusion
- 6) permanent exclusion

Note that sanctions imposed must not penalise the victim.

The impact of this policy will be reviewed through the Governors normal evaluation procedures, including Parents'/Carers' Annual questionnaire and interviews or questionnaires with pupils.

Useful telephone numbers:

CHILDLINE (support for children)

0800 1111

Action Against bullying Support Line

0845 075 1010

(Support for parents, carers and professionals)

This policy was created through discussion with parents, staff, governors and pupils.

Stopping bullying at Littlehaven Infant and Northolmes Junior Schools (Children's Anti-bullying policy)

What do we want?

We want our schools to be a happy, safe place where all the children can learn and enjoy school.

We want everyone at our schools to understand what bullying is and what we need to do to stop it from happening. This includes the grown-ups, the children, the Mums, Dads, and other people who look after us.

We want everyone to be kind to one another: no-one should bully others.

We want everyone to be helpful and kind to children who are bullied.

We want everyone to tell an adult if they are being bullied.

We want everyone to tell an adult if they see someone else being bullied.

What is bullying?

Bullying is when someone, or some people, keep on hurting another person or group of people on purpose. It doesn't just happen once, it keeps on happening. The person who is bullying is trying to make someone upset or feel sad.

A person who is bullying might:

- push, hit, kick, hurt someone else's body or say they are going to do these things to upset you
- say unkind things to you or to other people to upset you
- call you names to upset you
- not let you join in with a game to make you feel sad
- touch you in a way you don't like to upset you

The person will keep on doing these things to you.

What should you do if you think you are being bullied or you think someone else is being bullied?

TELL SOMEONE

You could tell your teacher or another grown-up at school. You could tell your Mum, Dad or the person who looks after you at home. You can telephone a special number and talk to someone. This number is **CHILDLINE 0800 1111**.

Keep on telling other people until you know that an adult is going to sort it.