

Belmont Cheveley Park Primary School



Anti-Bullying Policy

Last updated: October 2024

Review date: October 2025

INTRODUCTION

'Play. Learn. Grow... Together'

The Anti-bullying policy reflects the school mission statement with a view to providing a happy, caring, positive atmosphere where children feel confident, valued and motivated to learn.

The school aims to foster values of tolerance and mutual respect through promoting the self-esteem of all members of the school community.

At Belmont Cheveley Park Primary School, bullying behaviour is contrary to the school ethos.

We recognise that bullying is a concern for all of us, including pupils, teaching, non-teaching staff, parents and governors.

AIMS

The aims of this policy are to:

- Prevent or reduce bullying in any form.
- Adopt a consistent approach to dealing with incidents of bullying.
- Create an emotionally safe environment where positive relationships can develop.
- Ensure that all pupils, parents and staff are aware of this policy and their roles and responsibilities in contributing to its success.

DEFINITION OF BULLYING

By definition, bullying is behaviour that intentionally and persistently causes distress to others.

The Department of Education defines bullying as:

"Deliberately hurtful behaviour, **repeated** over a period of time, where it is **difficult** for the victim **to defend him/herself.**" *'Pastoral Care in Schools: Promoting Positive Behaviour'* (2001)

PRINCIPLES

- Pupils have a right to learn in a safe and supportive environment, free from intimidation and fear.
- The welfare/well-being needs of all children and young people are paramount and pupils' needs (whether bully or targeted pupil) need to be separated from their behaviour.
- When bullying concerns are identified, our school will work in a restorative and solution focused way to achieve the necessary change.
- Pupils who are targeted will be listened to and supported.
- Pupils who engage in bullying behaviour will be listened to and encouraged to accept responsibility and change their behaviour.

- Staff will receive awareness-raising training regarding bullying prevention including effective, appropriate strategies for intervention.
- Where a concern arises, staff will receive ongoing support from Senior Leaders.
- Parents will be made aware of our school's practice to prevent and to respond to concerns through parent information meetings, consultation processes and where necessary, their active participation in partnership with the school to resolve concerns involving their child.

FORMS OF BULLYING

Bullying can take many different forms and is behaviour that intentionally and persistently causes distress to others.

<p style="text-align: center;">PHYSICAL BULLYING</p> <p>e.g. hitting; pushing; kicking; tripping; spitting; hair pulling; throwing things; interfering with another's property by stealing / hiding / damaging / intruding upon it;</p> <ul style="list-style-type: none"> - extortion / threatening demands for money or other items - writing or drawing offensive notes / graffiti about another - Sexual aggression / harassment 	<p style="text-align: center;">VERBAL BULLYING</p> <p>e.g. name calling; insulting or offensive remarks; accusing; taunting; put downs</p> <ul style="list-style-type: none"> - ridiculing another's appearance/way of speaking/disability/personal mannerisms/race/colour/religion; - humiliating another publicly - spreading malicious or nasty rumours; threatening; intimidation; mocking; sarcasm
<p style="text-align: center;">EMOTIONAL BULLYING</p> <p>e.g. excluding/shunning others from group activity/social setting or play;</p> <ul style="list-style-type: none"> - belittling another's abilities or achievements; - menacing looks/stares; - rude signs or gestures - Sexual aggression / harassment 	<p style="text-align: center;">CYBER BULLYING</p> <p>e.g. misuse of e-mails, images, text, blogs, tweets, forums and chat rooms to hurt /embarrass /demean /harass /provoke or humiliate another using perceived anonymity</p> <ul style="list-style-type: none"> - misuse of mobile phones by text messaging /calls or images – again to hurt /embarrass /demean /harass /provoke or humiliate another using perceived anonymity - unauthorised publication or manipulation of private information; impersonation - Sexual aggression / harassment

These categories may be inter-related

Signs of stress in pupils which may indicate bullying

- Child's unwillingness to attend school / lateness / erratic attendance.
- Avoidance, hanging back from playground or staying late at school.
- Deterioration of work or mislaid books, money, equipment or belongings / under achievement.
- Spurious illness / non-specific pains, headaches, tummy upsets, withdrawn, loss of appetite, nail biting / flinching / jumpiness / forgetfulness / distractibility.
- Impulsive hitting out / out of character temper, flare up or restlessness / sudden aggressiveness.
- Stresses manifested at home – bed wetting / insomnia / nightmares / restlessness and irritability.
- Reluctance to sit beside or near certain pupils / hesitant to walk home.
(N.B. whilst these behaviours may be symptomatic of other problems – bullying may be one reason).

Bullying which occurs outside of the school premises

Where bullying outside school is reported to school staff, it will be investigated and acted on appropriately, under the powers afforded to headteachers by the Department for Education.

STRATEGIES TO PREVENT OR REDUCE BULLYING

Belmont Cheveley Park Primary School has established and will maintain the following strategies to prevent and reduce bullying behaviour:

PROACTIVE STRATEGIES TO ENSURE AWARENESS IS RAISED

- Promote School Ethos at all times (as regards Bullying – be a TELLING / LISTENING / RESPONDING school).
- Awareness of Rights and Responsibilities.
- Recognise and reward good behaviour.
- Use of creative learning to enhance social and emotional skills.
- Ensure that all staff (teaching and non-teaching), parents and pupils and all members of the school community are aware of the school code of conduct as set out in the Behaviour Policy.
- School assemblies – addressing Bullying and providing Anti-Bullying Strategies.
Vigilant supervision – playground / general school environment.
- Consultation with School Council.
- Use of Circle time and focussed PSCHE Curriculum.
- Promotion of Playground Friends / Buddy Bus Stop (Specified area in the playground).
- Questionnaires.
- Good parental communication.
- Awareness raising e.g. parent meetings, class information meetings, School Policies Booklet issued, newsletters, website.
- Awareness of national Anti-Bullying Week (in November each year).

- Use of outside agencies – NSPCC, Childline, PSNI, Behaviour Support Team. Staff training / effective communication.

PROCEDURES FOR DEALING WITH BULLYING

When dealing with bullying behaviour the school will aim to:

1. Stop the bullying behaviour.
2. Protect and support the bullied pupil.
3. Change the attitude and behaviour of the bully.

Every child can make mistakes and can behave in ways that are hurtful to others. In most cases a quiet word and an explanation of how others feel is sufficient to make a difference. Children can and do learn over time how to care for themselves and for others. We believe that learning from mistakes and being genuinely sorry for them is part of growing up to be a socially well adjusted person. We believe much can be achieved by talking with the perpetrator and the victim to achieve a resolution and reconciliation. In some cases, however, talking things through will not make enough of a difference and in these cases we reserve the right to apply a range of sanctions.

At Belmont Cheveley Park Primary School, if any type of bullying is highlighted, the following strategies will be implemented by staff in two stages;

STAGE 1

All staff will:

- Listen to concerns when reported.
- Identify those involved in the bullying incident.
- Give each pupil the opportunity to talk. The discussion will focus on finding a solution and stopping the bullying from recurring.
- Staff will remain neutral and avoid direct, closed questions.
- If appropriate, the pupils are helped to find their own solution to their personal disagreement and discuss how their proposals will be put into action.
- Other appropriate members of staff will be informed i.e. class teacher, non-teaching staff, Incidents will be recorded as appropriate on CPOMS
- A follow-up meeting/discussion is useful to find out whether the solution has been effective or not.
- All parents will be informed

STAGE 2

If the problem is not resolved staff will:

- Implement procedures within the hierarchy of sanctions (refer to Behaviour Policy).
- Continue to monitor the situation and follow procedures as agreed.
- Record details as appropriate, on CPOMS.
- Contact parents at any stage of the procedures, e.g. phone call, letter or request for meeting with class teacher / Headteacher
- Contact outside network of support at any stage of the procedures e.g. Education Welfare Officer, Behaviour Support Team, PSA

INDIVIDUAL RESPONSIBILITIES

All members of the school community have a key role in promoting, implementing and supporting the Anti-Bullying policy. It is important that there is a collaborative whole school approach to

address any difficulties which may be encountered. Everyone should work together to create a safe, happy and anti-bullying environment.

Staff should:

- Provide a safe, secure and caring environment.
- Promote and sustain good behaviour.
- Listen to all reports of bullying.
- Address each situation in line with procedures.
- Work collaboratively with all relevant members of the school community, developing positive partnerships with parents.

Pupils should:

- Report all incidents of bullying (if a child is being bullied or if another pupil is being bullied: TELL SOMEONE)
- Follow the school's code of conduct.
- Avoid inappropriate behaviour which might be considered as bullying.
- Be respectful and supportive to others.

Parents should:

- Work in partnership with the school.
- Advise their children to report any concerns to a member of staff.
- Discourage behaviours which might be considered as bullying – including online behaviours at home.
- Stress to their children that retaliation is not helpful.
- Contact the School Secretary to arrange an appointment with the child's class teacher to discuss concerns.
- Co-operate with the school, if their child/children are accused of bullying, try to ascertain the truth and point out the implications of bullying, both for the children who are bullied and for the bullies themselves.
- Accept their role in dealing with bullying behaviours which occur outside the school so that they do not interfere with effective learning and teaching during the school day.

Bullying and the relationship with Safeguarding children and young people

The Department for education makes clear that on some occasions, bullying is an issue which may need to be dealt with by involving a range of professionals outside of the school. At Cheveley Park, we are committed to take whatever strategy is required to ensure that our children are safe and happy. When there is 'reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm' a bullying incident should be addressed as a child protection concern under the Children Act 1989, by making a referral to Durham's First Contact Service, in order to involve social care professionals. Full details of schools' responsibilities can be found in Part 1 of Keeping Children Safe in Education

TEACHING ABOUT BULLYING

This will be delivered and reinforced through various areas of the curriculum: Children will be taught to be aware of different forms of bullying and how to develop personal strategies to resist unwanted behaviour. Our strong PSHE curriculum and general ethos of the school promotes being a good person and being aware of others' needs.

RESOURCES FOR THE PREVENTION OF BULLYING

We encourage a 'whole-school approach' in which children and adults work together to create an environment where everybody gets a clear message that bullying is wrong and will not be tolerated, that bullying behaviour of all kinds must be challenged.

- All school staff, teaching and non-teaching, will be familiar with the Anti-Bullying Policy and procedures for dealing with reports of bullying.
- Awareness raising posters are displayed in classrooms and corridors when staff feel this would have a particular impact (e.g. after a first allegation).
- Appropriate leaflets and literature will be provided for the children when appropriate.
- Children will be encouraged to understand their roles in preventing bullying using, for example, drama; role-play and novels. Children will be guided to understand the feelings of bullied children and to practise the skills they need to avoid bullying.
- Online Safety teaching embeds work related to cyber-bullying and how to combat it.
- Peer support is offered from children trained as 'Playground Friends'.
- Parents will be issued with a copy of the school's Anti-Bullying policy on the school website and in paper form if requested. They will be aware of procedures to use if they are concerned that their child is being bullied or does not feel safe to learn.

LINKS WITH OTHER POLICIES

Our School's Anti-Bullying Policy is set in the context of our Pastoral Care Programme and reflects our Mission Statement. It links with other policies such as:

- Safeguarding & Child Protection
- Curricular Policies
- Special Educational Needs
- Behaviour
- Health & Safety

RACE EQUALITY AND EQUAL OPPORTUNITIES

All children have equal access to the curriculum regardless of their race, gender, disability or ability and issues linked to LGBT awareness. Teachers plan work that is differentiated so that all groups and individuals can achieve their potential and are committed to creating a positive climate that will enable everyone to work free from racial intimidation and harassment.

SUPPORT FOR STAFF WHO ARE BULLIED

We, at Belmont Cheveley Park Primary School, are also committed to supporting staff who are bullied. Bullying of staff, whether by pupils, parents or colleagues, is unacceptable. The Department for Education has published a separate advice note which provides advice for headteachers and all school staff on how to protect themselves from cyberbullying and how to tackle it if it happens.

MONITORING AND EVALUATION

This policy was formulated by Mrs Goodwin in consultation with school Governors, staff, pupils and parents. It has been approved by the Board of Governors and it is the intention of the staff to review and update it regularly.

It is important to remember that staff, pupils and parents all have an active part to play and have a responsibility to ensure an effective implementation and maintenance of this policy.

USEFUL WEBSITES & TELEPHONE NUMBERS

Online Support	www.thinkuknow.org
Childline NI	0800 1111
NSPCC (FullStop) campaign	0808 800 5000
Anti-Bullying Alliance	anti-bullyingalliance.org.uk/
Digital Matters	www.internetmatters.org/digital-matters