

Anti-Bullying Policy

INTRODUCTION

It is the policy of the Governing Board and staff of St Neot School and Nursery to create a positive atmosphere in which children feel safe, secure and happy and are given the maximum opportunity to learn while developing self-discipline, a respect for themselves, for others and for the environment. This policy applies throughout the school day and into extra-curricular activities.

Bullying is recognised by the school as being a form of peer-on-peer abuse. It can be emotionally abusive and can cause severe and adverse effects on children's emotional development. Bullying of children or adults is not tolerated in any form.

Bullying can be described as follows:

- It is deliberately hurtful behaviour
- It is repeated over a period of time
- It is difficult for those being bullied to defend themselves
- Behaviour by an individual or group, repeated over a period of time that intentionally hurts another individual either physically or emotionally

Bullying types include:

- physical – hitting, kicking, taking belongings
- verbal – name calling, insulting, racist remarks, mocking
- indirect – spreading nasty stories about someone, excluding someone from social groups, making sharing an unpleasant issue
- cyberbullying-the use of electronic communication to bully a person, typically by sending messages of an intimidating or threatening nature, or degrading photos or videos.

Bullying is not:

It is important to understand that bullying is not the odd occasional of falling out with friends, name calling, argument or when an occasional 'joke' is played on someone. Children do sometimes fall out or say things because they are upset. When occasional problems like this arise it is not classed as bullying. It is an important part of a child's development to learn how to deal with friendship breakdowns, the odd name calling or childish prank. We all have to deal with these situations and develop social skills to repair relationships.

The NSPCC regards bullying as being:

**Several
Times
On
Purpose**

These behaviours are deliberate and regular, with an intention to cause suffering, and include 'cyber-bullying', i.e. the use of social networking sites, e-mail, text messages and other forms of electronic communication whether for direct or indirect bullying (see also the school's policy on Online Safety).

Children are made aware of what bullying involves, of how they can deal with it and steps to be taken by them if it should occur. This is delivered via the curriculum e.g. PSHE and IT Online Safety Units of Work, assemblies and visitors, social stories and skills. This provision helps to prevent and stop bullying. The school uses schemes of work from the PSHE Association and Jigsaw, which are quality marked.

If bullying does occur, pupils should be able to tell somebody and to know that the whole community will support them. There are teaching assistants in the school whom children are encouraged to speak if they have a concern.

Each child in school has an identified 'safe person' someone they feel able to talk to about any problems they might have.

Role of parents:

Parents have an important part to play in our anti-bullying policy. We ask parents to look out for unusual behaviour in their child. If you feel your child may be experiencing difficulties with bullying behaviour let the school know. Your enquiry will be taken seriously and appropriate action will follow. If you feel a child has bullied your child please do not approach that child in the playground or on their way home. Please inform the school straightaway. It is very important that you do not advise your child to fight back or to copy the bully's behaviour, this will only make any situation worse. Tell your child that it is not their fault that they are being bullied. Reinforce the school policy on bullying and ensure your child is not afraid to ask for help. If you know your child is involved in bullying, please talk to them about it and tell the school. The matter will be dealt with appropriately.

Playground:

We recognise that in primary schools most bullying behaviour takes place in the playground. We therefore ensure:

- Our playground areas are effectively supervised at all times by trained staff.
- Children have opportunities to be involved in a range of play activities, or can sit quietly if they choose.
- If children feel vulnerable in the playground a 'buddy' system is in place to help them feel secure and safe.

Supporting adults

Our school takes measures to prevent and tackle bullying among pupils, however, it is equally important to recognise that bullying of adults, including staff and parents, whether by pupils, parents or other staff members is unacceptable.

Adults who have been bullied or affected will be supported by:

- Offering an immediate opportunity to discuss the concern with the designated safeguarding lead, a senior member of staff or the headteacher
- Advising them to keep a record as evidence and discuss how to respond to concerns and build resilience as appropriate
- Where bullying takes place off the school site or online, the school will still investigate the concern and ensure that appropriate action is taken in accordance with the schools' behaviour policy
- If online, reporting offensive or upsetting content to the service provider
- Reassuring and offering support
- Working with the wider community and specialist organisation to provide further advice and guidance.

HOW DO WE FIND OUT ABOUT POSSIBLE ACTS OF BULLYING?

We encourage pupils to talk to adults in the school, especially the class teachers, teaching assistants and the Headteacher about their own and others' needs. PSHE lessons and assemblies develop children's personal skills, thinking skills and encourage discussion. Regular monitoring of class and lunchtime behaviour records will be completed by senior staff to look for patterns of behaviour.

- Parents are encouraged to talk to the school if there are worries
- Staff observation of pupils may indicate a child is troubled or friendless
- Systematic recording of individual pupil behaviour on a daily and weekly basis will be undertaken if necessary and acted on accordingly.

ACTION TO BE TAKEN WHEN YOU SUSPECT BULLYING

- Report to Headteacher or senior leader
- Discussion with all children concerned
- A record is kept of every incident, including the children's own accounts of what has happened
- Discussion with parents/carers and review of these records

- Monitor closely – continuous review and observation remaining vigilant even when bullying appears to have ended
- Apply sanctions where necessary (see School Behaviour Policy)

In serious cases an incident will be recorded and kept on file. This record will enable the school to follow up incidents and record progress. It will state:

- who was involved
 - where and when it happened
 - what happened
 - what action was taken
 - whether and how it was followed up
- In repeated or serious cases the school may enforce the following sanctions: lunch time exclusion, fixed term exclusion, permanent exclusion.

Pupils who have perpetrated bullying will be helped by:

- Discussing what happened, establishing the concern and the need to change
- Informing parents/carers to help change the attitude and behaviour of the child
- Providing appropriate education and support regarding their behaviour and actions
- If online, requesting that content be removed and reporting accounts/content to the service provider.

Monitoring the policy

Scrutiny of recorded incidents may show whether bullying is becoming less frequent or changing in nature.

Visiting Governors may, through talking to children and staff on termly visits, help to evaluate the success of this policy.

Parent and pupil questionnaires will be carried out annually.

Feedback will also be taken from the school council on the success of measures taken in conjunction with this policy.