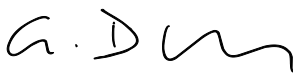





**PeelHall**  
PRIMARY SCHOOL

# Anti-Bullying Policy

This policy was reviewed November 2017		
Date to be reviewed	Annually	
	Signed on behalf of the management team	Signed on behalf of the governing body
Name	Gaynor Dunkley	Sheila Hamnett
Role	Headteacher	Chair of Governors
Signature		

The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is unacceptable and will not be tolerated. Bullying can take place in all relationships: between pupils, between pupils and staff, between staff or between any adults associated with the school.

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. Bullying can include: name-calling; taunting; mocking; making offensive comments; kicking; hitting; pushing; taking belongings; inappropriate text messaging and emailing; sending offensive or degrading images by phone or via the internet; producing offensive graffiti; gossiping; excluding people from groups; and spreading hurtful and untruthful rumours. Although sometimes occurring between two individuals in isolation, it quite often takes place in the presence of others.

### **Types of bullying:**

- Physical (hitting, kicking, theft)
- Verbal (name calling, racist remarks)
- Indirect (spreading rumours, excluding someone from social groups, cyber-bullying).

Pupils are bullied for a variety of reasons; these are often because a child is different from the group. Specific types of bullying can include:

- Bullying related to race, religion or culture.
- Bullying related to special educational needs (SEN) or disabilities.
- Bullying related to appearance or health conditions.
- Bullying related to sexual orientation.
- Bullying of young carers or looked-after children or otherwise related to home circumstances.
- Sexist or sexual bullying.

### **When is it bullying?**

Upsets and falling out are not necessarily bullying. We work with parents and children to resolve issues as they arise, and help all concerned to understand the context. Regular discussion takes place with children to agree when an action is bullying and when it is a disagreement. Children have agreed when incidents are of a non violent/aggressive nature they will operate the following strategies:

- Try to ignore it.
- Walk away.
- Be non-confrontational.
- Seek help.

Pupils are clearly and regularly taught that bullying is deemed to have occurred when a child:

- is deliberately hurt and upset by another child or children.
- is regularly made to feel bad, frightened, or is hurt physically.
- is being called names, other than in one off incidents of mutual name calling
- is being teased
- is being hit, pushed, pulled, pinched or kicked, other than in a situation where two children have had a 'one off' dispute (this will be dealt with in line with the behaviour policy but would not necessarily be classed as bullying).
- receives abusive text messages, Instant Messages, emails or posts on social network sites (cyber bullying).

- is forced to hand over money.
- is forced to do things they do not want to do.
- is being ignored or left out (including on social network sites).
- is being attacked because of religion, gender, sexuality, disability, appearance or ethnic or racial origin.

The school's teaching, support and welfare staff must be alert to signs of bullying and act in accordance with school policy.

Pupils being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking in concentration or truanting from school. Pupils must be encouraged to report bullying to school staff.

### **Statutory duty of schools**

Headteachers have 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.

### **Role of Parents**

The school takes all reports of bullying seriously. In the interests of quick and effective resolution of a problem the school asks, that parents discuss their concerns with school.

This should initially be with the classteacher, Inclusion Co-ordinator (Mrs Ayre) or Learning Mentor (Mrs. Phenix) as soon as an issue becomes apparent.

This does not preclude concerns being raised directly with either the Deputy Headteacher (Mr Thornley) or the Headteacher (Mrs Dunkley).

### **Implementation**

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, 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 Headteacher.
- The Headteacher will ensure all concerns are investigated and that the incident is logged.
- The behaviour of the child or children concerned with the bullying is then monitored by the Deputy Headteacher who reports to the Headteacher on a regular basis. All staff with any contact with the children concerned are also updated on a regular basis.
- Parents will be kept informed.
- The Learning Mentor will meet regularly with the child who has made the complaint to ensure they have the opportunity to tell of any ongoing concerns. The Learning Mentor may also suggest regular meetings with parents.
- Sanctions will be used as appropriate, in line with the Behaviour Policy and in consultation with all parties concerned. Permanent exclusion may be sought if appropriate.
- The Governing Body is informed of serious incidents.

**Pupils who have been bullied will:**

- Be asked to discuss the experience with a member of staff of their choice, who will offer reassurance and support

Once the circumstances of the incident have been clarified the pupil may:

- Have regular meetings with Learning Mentor (Mrs Phenix) or another member of staff of their choice.
- Be offered the opportunity to take part in sessions designed to restore self-esteem and confidence, which may be one-to-one or group work if appropriate.

**Pupils who have bullied may be helped by:**

- Discussing what happened.
- Discovering why the pupil became involved.
- Establishing the wrong doing and need to change.
- Informing parents/carers to help change the attitude of the pupil.
- Where appropriate, liaison with local Police Community Support Officers (PCSOs) at the discretion of the Headteacher.
- Offering individual/group sessions, if appropriate.
- Referral to Primary Partnership Centre (PPC), if appropriate, at the discretion of the Headteacher.

**The following disciplinary steps may be taken:**

- Meeting with parent/carer to agree behaviour plan.
- Official warnings to cease offending.
- Individual supervision at breaks and lunchtimes.
- Exclusion from certain areas of school premises.
- Minor fixed-term exclusion.
- Major fixed-term exclusion.
- Permanent exclusion.

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in Personal, Social and Health Education strategies, both as part of class sessions and assemblies.

**Anti Cyber-Bullying Procedures**

Where it is suspected that cyber-bullying is taking place, the school would liaise initially with parents. Where bullying is confirmed, the school would work with the PCSOs/Police, parents and children to seek a satisfactory conclusion.

Children's personal mobile electronic communication devices are only allowed in school under exceptional circumstances and would always need to be handed in to the school office first thing in the morning and collected at the end of the school day

## **What do we do at Peel Hall Primary School?**

**We LISTEN to what children have to say**

**Children are asked to name three people they would feel comfortable reporting any incidents to.**

**In assemblies and 'Talk Time' importance is given to regularly discussing what bullying is and emphasising:**

- Tell somebody!
- Tell one of your chosen 3 names.
- Tell a welfare assistant if something happens at lunchtime.
- Tell a friend who can help you report it to an adult.
- Don't go home without telling somebody.

If they feel they cannot do this, then they must:

- Tell their parents/sister/brother/family member/friend, post on Tootoot (an electronic reporting mechanism children have access to).

If a pupil experiences any form of cyber-bullying they must show someone.

- If it is in a text – Keep the text.
- If it is an Instant Message – Save the message and print it.
- If it is an email – Save the email and print it.
- If it is a posting on a Social Network site – Save the page and print it.

This will be emphasised regularly:

- At assembly time.
- After an incident in class.
- During quiet talks with the class – Talk Time.
- At any suitable opportunity.

Issues need to be dealt with as and when they happen. Children cannot learn when they are upset.

The school encourages other children to be involved by asking them to tell somebody if they see a bullying incident. Sometimes issues need to be dealt with publicly to give a firm message that bullying will not be tolerated. Everyone needs to feel that all members of the school community, staff and children alike will not accept bullying behaviour.

Bullying takes place on all playgrounds at some time. It is important children know:

- Something will be done about it.
- It will be taken seriously.
- There is ALWAYS someone who will listen.
- Parents will be involved in the most serious cases.

## **Summary**

### Teachers must:

- Watch for early signs of distress in pupils.
- Listen carefully and record all incidents.
- Offer the victim immediate support and help by putting the school's procedure into operation. Make the unacceptable nature of the behaviour, and the consequences of any repetition clear to any pupil found to have been bullying, and to their parents.

### Pupils and Teachers must:

Take action when someone is being bullied or is in distress.

Pupils should inform an adult immediately.

Pupils are urged to only accept those who do not bully others. Bullies will soon stop if they are socially excluded.

## **Monitoring, evaluation and review**

Serious incidents of bullying are recorded and reported to the Governors. The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.