



Parkside Community Primary School

Head teacher: Charles Soyka

Chair of Governors: Miranda Barnett

# Anti-Bullying Policy

Last reviewed: June 2019

Date of next review: June 2020

Signed:

Date: June 2019

# Anti-Bullying Policy

(To be read in conjunction with the Behaviour Management Policy)

## Aim

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 anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Parkside School is committed to developing an anti-bullying culture where the bullying of adults, children or young people is not tolerated in any form to ensure that pupils will be able to benefit fully from the opportunities available at Parkside School. This policy stipulates what we at Parkside Community Primary School do to prevent and tackle all forms of bullying.

## What is Bullying?

Bullying is the persistent, wilful, conscious desire to hurt, threaten or frighten one person or group by another person or group, where the relationship involves an imbalance of power. Bullying is **not** when one incident has occurred, or when children fall out with their friends.

(DFE "Preventing and Tackling Bullying", July 2017) states:

*Bullying is defined as ‘behaviour by an individual or group, repeated over time that intentionally hurts another individual either physically or emotionally’.*

## Main Types of Bullying

PHYSICAL BULLYING	VERBAL BULLYING
e.g. hitting; pushing; kicking; tripping; spitting; hair pulling; throwing things; interfering with another's property by stealing / hiding / damaging / intruding upon it; - extortion / threatening demands for money or other items	e.g. name calling; insulting or offensive remarks; accusing; taunting; put downs - ridiculing appearance/way of speaking/disability/personal mannerisms/race/colour/religion; - humiliating another publicly - spreading malicious or nasty rumours; threatening; intimidation; mocking; sarcasm
EMOTIONAL BULLYING	CYBER BULLYING
e.g. excluding/shunning others from group activity/social setting or play; - belittling another's abilities or achievements; - menacing looks/stares; - rude signs or gestures	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 - 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

Bullying can be by direct or indirect means: -

**Direct** bullying occurs between the people involved.

**Indirect** bullying involves others, for example passing on insults or spreading rumours.

Pupils who are 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 concentration or truanting from school. Parkside School recognises bullying can have serious consequences for mental wellbeing and create a barrier to learning. Pupils must be encouraged to report bullying in schools.

Parkside staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with the School's Behaviour Management Policy.

### **Forms of bullying included in this policy**

- Bullying related to race, religion, nationality or culture
- Bullying related to SEND
- Bullying related to physical/ mental health conditions
- Bullying related to sexual orientation
- Bullying related to young carers
- Sexist, sexual and transphobic bullying
- Bullying via technology – cyber bullying

### **Statutory duty of schools**

The Head teacher 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.

Our School Community:

- Reviews and monitors our anti-bullying policy and practice on a regular basis
- Supports staff in building positive relationships to help prevent bullying
- Recognises that some members of the community may be more vulnerable to bullying and its impact than others and aims to develop effective strategies to prevent bullying from happening and provide appropriate support if required
- Will intervene by identifying and tackling bullying behaviour appropriately and promptly
- Ensures that pupils are aware that bullying concerns will be dealt with sensitively and effectively
- Reports back to parents/carers regarding concerns on bullying, dealing promptly with complaints
- Seeks to learn from good anti-bullying practice elsewhere

### **Implementation**

The following steps will be taken whenever possible 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. Initially a clear, brief written note will be made.
- A clear account of the incident will be recorded and given to the Team Leader or Head teacher
- A senior teacher will interview all concerned and will record the incident which will then be passed to the Head teacher
- Class teachers will be kept informed and if it persists will advise colleagues as necessary including Teaching Assistants and MSAs.
- Parents of both parties will be kept informed of progress and outcomes
- If necessary, other agencies may be consulted or involved, such as: the police (if a criminal offence has been committed) or other local services.

- Punitive measures will be used as appropriate as set out in the Behaviour Management Policy.
- Where bullying takes place offsite or outside of normal school hours (including cyber bullying), the school will ensure the concern is fully investigated. Appropriate action will be taken, including providing support and implementing sanctions in accordance with School's Behaviour Management Policy.

## **Cyberbullying**

When responding to cyberbullying concerns, the School will:

- Act as soon as the incident has been reported or identified
- Provide appropriate support for the person who has been cyberbullied and, if a member of the school community, work with the person who has carried out the bullying to ensure it does not happen again
- Encourage the person who is being bullied to keep evidence (screenshots) of the bullying activity to assist any investigation
- Take all available steps to identify the person responsible. This may include: looking at the use of school systems, identifying and interviewing possible witnesses and contacting the service provider and the police if necessary.
- Work with individuals and online services to prevent the incident from spreading and assist with removing offensive or upsetting material from any devices.
- Confiscate and search pupils' electronic devices such as mobile phones in accordance with the law and the school Online Safety Policy. The School will ensure it abides by DFE guidance and Childnet cyber bullying guidance to ensure its powers are used proportionately and lawfully.
- Request the deletion of locally-held content and content posted online if they contravene school behavioural policies.
- Ensure that sanctions are applied to the person responsible for the cyberbullying. The School will also take action to change the attitude and behaviour of the bully including providing additional support if needed.
- Inform the police if a criminal offence has been committed.
- Provide information to staff and pupils regarding steps they can take to protect themselves online. This may include:
  - Advising those targeted not to retaliate or reply
  - Providing advice on blocking or removing people from contact lists
  - Helping those involved to think carefully about what private information they share in the public domain.

## **Pupils**

**Pupils who have been bullied will be supported by:**

- being encouraged to promptly report any perceived bullying to their class teacher or other responsible adult

- being offered an immediate opportunity to discuss the experience with their class teacher or member of staff of their choice to reassure the pupil
- helping to restore their self-esteem and confidence
- being advised to keep a record of the bullying as evidence and discuss how to respond to concerns and build resilience
- where necessary, work with the wider community to provide further specialist help or guidance

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

- discussing what happened
- discovering why the pupil became involved
- establishing the wrong doing and the need to change
- working in partnership with parents, carers or guardians to help change the attitude and conduct of the pupil
- face to face dispute resolution, where deemed appropriate

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

- official warnings to cease behaviour
- loss of break times
- exclusion from certain areas of school premises
- short fixed-term exclusion (including lunch-breaks)
- longer fixed-term exclusion
- permanent exclusion

Within the curriculum the School will raise the awareness of the nature of bullying through inclusion in PSHE, circle time, assemblies, workshops and subject areas, as appropriate, in an attempt to eradicate such behaviour. Staff and other children model appropriate behaviour in particular ‘dispute resolution’ and peer mentoring / mediating.

**Parents**

- are encouraged to report suspected bullying promptly to School staff – class teachers, Team Leaders or the Head teacher
- where bullying is suspected or established, parents of victims and perpetrators will be advised of investigations and actions taken
- are expected to sign their acceptance of the Home/School Agreement on enrolling their child at Parkside, which contains a commitment to supporting the School and eradicating bullying through partnership with home and school
- Will be requested to remove any content related to online bullying

**Supporting Adults**

It is important to recognise that bullying of staff or parents, whether by pupils, parents or other staff members is unacceptable.

Adults who have been bullied will be supported by:

- Having the opportunity to immediately discuss the concern with the designated safeguarding lead, a senior member of staff and/or the Head teacher.
- Being advised to keep a record of the bullying as evidence and discussing how to respond to concerns including building resilience.
- Investigation of the concern and ensure the correct action is taken in accordance with school policy.
- Reassurance and provision of support
- Involvement of the wider community to provide support and guidance where appropriate.

## **Leadership & Management**

### **Staff development and training opportunities**

As a result of monitoring, evaluation and performance management procedures and the whole-school staff development policy, individual teachers and whole-school needs are identified. Funds from the Standards budget and elsewhere are applied, if financially viable, to address identified needs.

### **Monitoring and evaluation**

We monitor regularly the work of the school and evaluate how effective the policies are in contributing to the well-being of the children.

Evaluation of this information informs strategic planning.

## **Preventing bullying**

### **Environment**

The whole school community will:

- Create and support an inclusive environment which promotes a culture of mutual respect
- Recognise that bullying can be perpetuated or experienced by any member of the community including adults and children
- Openly discuss differences in people that could motivate bullying for example religion, disability, race, gender and sexuality
- Challenge practice and language which does not uphold the value of tolerance and respect towards others
- Be encouraged to use technology responsibly
- Work with staff in the wider community to prevent and tackle concerns
- Actively create safe spaces for vulnerable and young people
- Celebrate success to promote a positive school ethos

### **Involvement of pupils**

Members of staff will:

- Ask pupils about their views on bullying including its extent and nature
- Ensure pupils know how to express worries and concerns they may have
- Ensure pupils are aware of a range of sanctions which will be applied against those engaging in bullying

- Involve pupils in anti-bullying campaigns
- Offer support to those who have suffered bullying

### **Involvement and liaison with parents and carers**

Members of staff will:

- Make parents and carers aware that the School does not tolerate any form of bullying
- Ensure key information and anti-bullying policies are available to parents
- Ensure parents know who they can contact if they have any concerns regarding bullying and where to access independent advice
- Work with parents and the community beyond the school to prevent bullying
- Ensure parents work with school to role model positive behaviour both on and offline
- Ensure all parents understand the complaints procedure and how to use it effectively and appropriately

### **Review**

The School will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the School. The Head teacher will ensure any issues identified will be incorporated into the School's action planning. The Head teacher's Report to Governors will feedback incidents of bullying to the wider governing body on a regular basis, including outcomes of incidents.

### **Links**

- Aims & Values
- Behaviour Management Policy
- Home School Agreement
- PSHME Policy and Scheme of Work
- Online Safety Policy