Arnold View Primary & Nursery School

ANTI-BULLYING POLICY

Reviewed September 2017
Next Review September 2018
Signature:

Introduction

At Arnold View Primary School we aim to provide a safe, caring and friendly environment for all our pupils to so they can learn effectively, improve their life chances and help them maximise their potential. We expect pupils to feel safe in school, and make sure they understand the issues relating to safety, such as bullying so they feel confident to seek support from school if they need it. We also want our parents to feel confident that their children are safe and cared for in school and incidents are resolved promptly when they arise. Our school is a place where every person has the right to be themselves, to be included and to learn in a safe and happy environment. Everyone at our school is equal and treats each another with respect and kindness.

The school is aware of its legal obligations and role within the local community supporting parents and working with other agencies outside the school where appropriate.

Aims and purpose of the policy

Bullying of any kind is unacceptable and will not be tolerated at our school. At our school the safety, welfare and well-being of all pupils and staff is a key priority. We take all incidences of bullying seriously and it is our duty as a whole school community to take measures to prevent and tackle any bullying, harassment or discrimination. We actively promote values of respect and equality and work to ensure that difference and diversity is celebrated across the whole school community. We want to enable our pupils to become responsible citizens and to prepare them for life in 21st Century Britain. These values reflect those that will be expected of our pupils by society, when they enter secondary school and beyond in the world of work or further study. We are committed to improving our school's approach to tackling bullying and regularly monitor, review and assess the impact of our preventative measures

Policy Development

This policy was developed in consultation with the whole school community with input from members of staff, governors, parents/carers and children. Pupils contribute to the development of the policy through the school council, circle time discussions and PSHE activities. Parents are encouraged to contribute and take part through written consultations.

Roles and Responsibilities

The Head teacher has overall responsibility for the policy and its implementation, working with the governing body, parents/carers, Local Authority and outside agencies and appointing an Anti-bullying coordinator who will have general responsibility for this policy.

The Anti–bullying Coordinators in our school are: Denise Bryant and Amanda Smeathers

Their responsibilities are:
- Policy development and review involving pupils, staff, governors, parents/carers and relevant local agencies
- Implementing the policy and monitoring and assessing its effectiveness
- Evaluating and reviewing this policy
- Managing bullying incidents
- Managing the reporting and recording of bullying incidents
- Assessing and coordinating training and support for staff and parents/carers where appropriate
- Coordinating strategies for preventing bullying behaviour.

The nominated Governor with the responsibility for Anti-bullying (Safeguarding) is: Colin Shepheard

What is Bullying?

<u>**Definition of Bullying**</u>

Bullying is hurtful or unkind behaviour which is deliberate and repeated. Bullying can be carried out by an individual or a group of people towards an individual or group. The **STOP** acronym can be applied to define bullying – **S**everal **T**imes **O**n **P**urpose.

The nature of bullying can be:

- **Physical –** such as hitting or physically intimidating someone, or using inappropriate or unwanted physical contact towards someone
- **Attacking property –** such as damaging, stealing or hiding someone's possessions
- **Verbal –** such as name calling, spreading rumours about someone, using derogatory or offensive language or threatening someone
- **Psychological –** such as deliberately excluding or ignoring people
- **Cyber –** such as using text, email or other social media to write or say hurtful things about someone

Bullying can be based on any of the following things:
- Race (racist bullying)
- Religion or belief
- Culture or class
- Gender (sexist bullying)
- Sexual orientation (homophobic or biphobic bullying)
- Gender identity (transphobic bullying)
- Special Educational Needs (SEN) or disability
- Appearance or health conditions
- Related to home or other personal situation
- Related to another vulnerable group of people – *[For example young carers)*
- No form of bullying will be tolerated and all incidents will be taken seriously.

Occasionally an incident may be deemed to be bullying even if the behaviour has not been repeated or persistent – if it fulfils all other descriptions of bullying. This possibility should be considered,

particularly in cases of hate crime related bullying and cyber bullying including sexual, racist, sexist and homophobic bullying. It will also be considered when those with disabilities are involved. If the victim might be in danger then intervention is urgently required.

What does bullying look like?

Bullying can include:

• name calling
• taunting
• mocking
• making offensive comments or using inappropriate language such as homophobic language
• physical assault
• taking or damaging belongings
• cyber bullying - inappropriate text messaging and e mailing; sending offensive or degrading
  images by phone or via the internet
• producing offensive graffiti
• gossiping and spreading hurtful and untruthful rumours
• excluding people from groups.

Although bullying does occur between individuals it can often take place in the presence, virtually or physically of others who become the 'bystanders' or 'accessories'.

Why are children and young people bullied?

Specific types of bullying include:

- Hate crime related bullying of children with special educational needs or disabilities, homophobic bullying or related to race, religion and culture
- bullying related to appearance or health
- bullying related to home circumstances, such as young carers or looked after children
- sexist or sexual bullying

There is no hierarchy of bullying – all forms should be taken equally seriously and dealt with appropriately.

Where does bullying take place?

Bullying is not confined to the school premises yet all bullying affects learning in school. Children can also be affected outside school, in the local community, on the journey to and from school.

Digital technology and the internet has also provided new and intrusive ways for bullies to reach their victims.

Bullying can take place between:
• young people
• young people and staff
• between staff
• individuals or groups

Reporting and Responding to Bullying

STAFF: All school staff, both teaching and non-teaching (for example midday supervisors, caretakers, librarians) has a duty to report bullying, to be vigilant to the signs of bullying and to play an active role in the school's measures to prevent bullying. If staff are aware of bullying, they should reassure the pupils involved and inform their class teacher.

The following staff members are anti-bullying leads: *Amanda Smeathers and Stuart Arrowsmith*

SENIOR STAFF: The Senior Leadership Team and the head teacher have overall responsibility for ensuring that the anti-bullying policy is followed by all members of staff and that the school upholds its duty to promote the safety and well-being of all young people. In addition to the designated anti-bullying leads, *Denise Bryant* is the Senior Leader responsible for anti-bullying.

PARENTS AND CARERS: Parents and carers should look out for potential signs of bullying such as distress, lack of concentration, feigning illness or other unusual behaviour. Parents and carers should encourage their child not to retaliate and support and encourage them to report the bullying. Parents and carers can report an incident of bullying to the school either in person, or by phoning or emailing the school office or a member of staff.

PUPILS: Pupils should not take part in any kind of bullying and should watch out for signs of bullying among their peers. They should never be bystanders to incidents of bullying, but should offer support to the victim and, if possible, help them to tell a trusted adult.

PUPILS WHO ARE BEING BULLIED: If a pupil is being bullied they are encouraged to not retaliate but to tell someone they trust about it such as a friend, family member or trusted adult. They are also encouraged to report any bullying incidents in school:

- Report to a teacher – their class teacher or any other teacher
- Tell a friend who in turn can help them tell a teacher or staff
- Tell any other adult staff in school – such as lunchtime supervisors, Learning Support Assistants or the school office
- Tell an adult at home
- Report anonymously using classroom worry boxes
- Call ChildLine to speak with someone in confidence on 0800 1111

Procedures

All reported incidents are taken very seriously and investigated involving all parties. All school follow the same procedures. These are:

- Interviewing all parties
- Informing parents
- A range of responses appropriate to the situation - solution focused, restorative approach, circle of friends, individual work with victim, perpetrator, referral to outside agencies if appropriate
- Referral to Behaviour policy and school sanctions and how these may be applied including what actions may be taken if bullying persists
- Support for the victim and the bully (as appropriate)
- Follow up of all incidents

Recording Bullying and Evaluating the Policy

Bullying incidents are recorded by the member of staff who deals with the incident and all records will be kept in Mrs. Bryant's office.

The information stored will be used to ensure individuals incidents are followed up. It will also be used to identify trends and inform preventative work in school and development of the policy. This will be reviewed termly and a review sheet completed and discussed in staff meetings where appropriate.

This information will be presented to the governors as part of the school's annual report. The policy will be reviewed and updated annually.

Bullying outside of school
Bullying is unacceptable and will not be tolerated, whether it takes place inside or outside of school. Bullying can take place on the way to and from school, before or after school hours, at the weekends or during the holidays, or in the wider community. The nature of cyber bullying in particular means that it can impact on pupils' well-being beyond the school day. Staff, parents and carers, and pupils must be vigilant to bullying outside of school and report and respond according to their responsibilities as outlined in this policy.

Derogatory language
Derogatory or offensive language is not acceptable and will not be tolerated. This type of language can take any of the forms of bullying listed in our definition of bullying. It will be challenged by staff and recorded and monitored on *a central recording system* and follow up actions and sanctions, if appropriate, will be taken for pupils and staff found using any such language. Staff are also encouraged to record the casual use of derogatory language using informal mechanisms such as a classroom log.

Prejudice-based incidents
A prejudice-based incident is a one-off incident of unkind or hurtful behaviour that is motivated by a prejudice or negative attitudes, beliefs or views towards a protected characteristic or minority group. It can be targeted towards an individual or group of people and have a significant impact on those targeted. All prejudice-based incidents are taken seriously and recorded and monitored in school, with the head teacher regularly reporting incidents to the governing body. This not only ensures that all incidents are dealt with accordingly, but also helps to prevent bullying as it enables targeted anti-bullying interventions.

Strategies for Preventing Bullying

As part of our on going commitment to the safety and welfare of our pupils we at Arnold View Primary School have developed the following strategies to promote positive behaviour and discourage bullying behaviour. For example:

Whole School/ class activities

- Involvement in PSHE including an Anti-bullying theme.
- Involvement in Healthy Schools
- Anti-Bullying week annually in November.
- PSHE sessions
- Specific curriculum input on areas of concern such as Cyber bullying and internet safety.
- Merit Assemblies to celebrate good learning and behavior, including handing out Golden Rule certificates
- Behaviour slips to promote positive behaviour in and around school
- School and Class Council
- Always Children assemblies
- Golden Time
- Dojo Points to encourage and promote positive behaviour

Group Work

- Silver SEAL/ Managing Emotions
- Theraplay

Strategies at playtimes/lunchtimes

- Playground equipment and activities to be available for all children.
- Young Leaders on Key Stage 1 playground
- Indoor play activities

Links with other policies

Policy	Why
Behavior Policy	Rewards and Sanctions
Safeguarding Policy	Child Protection
Acceptable Use Policy	Cyber bullying and E-Safety
Equalities Policy	Hate Crime (Homophobia, Race and Disability)
Confidentiality Policy	Reporting and Recording
PSHCE/Citizenship	Strategies to prevent bullying

Reference documents and related policy documents

National
Ensuring Good Behaviour in Schools- A summary for Heads, Governing Bodies,
Behaviour and Discipline in School- Guide for Head Teachers and School Staff July 2011
Preventing and tackling Bullying – Advice for School Leader, Staff and Governing Bodies
Safe to Learn- DCSF Guidelines
Embedding anti-bullying work in schools – DCSF-00656-2007
Homophobic bullying – DCSF – 00668-2007
Cyberbullying – DCSF – 00658-2007
Bullying Involving Children with Special Educational Needs and Disabilities – DCSF 00372-2008
www.teachernet.gov.uk/publications
Cyberbullying - supporting school staff – www.teachernet.gov.uk/publications
Cyberbullying - A whole school community issue - www.teachernet.gov.uk/publications
Stonewall – Getting started - http://www.stonewall.org.uk/

Local
Nottinghamshire County Council Anti-bullying Policy (Revised 2011)
Anti-bullying Policy Development: Guidance for schools (2009)

Useful Organisations

Anti-bullying Alliance (ABA) - www.anti-bullying.org
Brings together more than 65 organisations with the aim of reducing bullying and creating safer environments in which children and young people can live, grow, play and learn.

Mencap – www.mencap.org
Mencap is a learning disability charity that provides information and support to children and adults with a learning disability, and to their families and carers.

Stonewall – www.stonewall.org.uk
The lesbian, gay and bisexual charity

Educational Action Challenging Homophobia (EACH) – www.eachaction.org.uk
Educational Action Challenging Homophobia (EACH) is a charity and training agency helping people and organisations affected by homophobia. The website gives guidance, contact details and a freephone helpline.

School's Out – www.schools-out.org.uk

Beatbullying – www.beatbullying.org.uk
Beatbullying is the leading bullying prevention charity in the UK and provides anti-bullying resources, information, advice and support for young people, parents and professionals affected by bullying.

Childnet International – www.childnet-int.org
Childnet International - The UK's safer internet centre

Policy Reviewed by Miss Amanda Coton   Date: January 2017

Review Date: January 2017

Appendix A

FOR PUPILS

What Do You Do If You Are Being Bullied?

- **Don't suffer in silence**
- **Your silence is the bully's greatest protection.**

1. Tell someone you can trust – parent, grandparent, teacher, friend, brother, sister.

2. Try not to show the bully you are upset.

3. Stay in a group and avoid areas where bullying can take place.

4. Be assertive without being aggressive.

What Do You Do If You Think Someone Is Being Bullied Or If You See Bullying Taking Place?

1. Tell an adult – a parent or a member of staff. Silence is the bully's greatest protection.

2. Don't stand by – this will be interpreted as support for the bully.

Arnold View Primary School
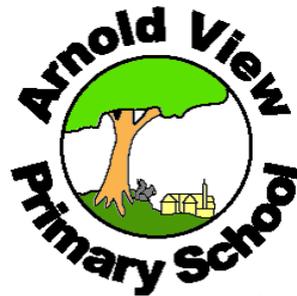
Bullying advice for Parents

At Arnold View Primary School we aim to provide a safe, caring and friend environment for all of our pupils to allow them to learn effectively and help them maximise their potential. We take bullying very seriously and have clear procedures to investigate all reported incidents.

This booklet aims to equip parents with the knowledge and understanding of what bullying is and what to do if your child is being bullied. It will also outline our role as a school and our procedures for reporting and investigating incidents.

What is bullying?

Behaviour by an individual or group usually repeated over time, that intentionally hurts another individual or group either physically or emotionally.

What does bullying look like?

Bullying can include:

- Name calling including using inappropriate language
- Taunting
- Mocking
- Making offensive comments
- Physical assault
- Taking or damaging belongings deliberately
- Cyber bullying- inappropriate text messaging and e mailing; sending offensive or degrading images by phone or via the internet
- Producing offensive graffiti
- Gossiping and spreading hurtful and untruthful rumours
- Deliberately excluding people from groups

Although bullying can occur between individuals it can often take place in the presence (virtually or physically) of others who become the bystanders or accessories.

Anti-Bullying Policy

How does bullying differ from banter?

- There is a deliberate intention to hurt or humiliate
- It is persistent

Several Times On Purpose

Who is involved in bullying incident?

Bullying can occur between individuals or with others who become the bystanders.

The Victim - Bullies need a victim, they will find something about the victim to focus on but this is just an excuse to justify their behaviour. All children can be at risk from bullying.

The Bully - Bullies pick on others as a way of making life better for themselves. They often use bullying as a way of achieving popularity and friends.

The Bystander – The Bystander is the person who witnesses bullying happening.

Effects of bullying

Persistent school bullying can result in;

- Low self esteem
- Shyness
- Depression
- Poor academic achievement
- General change in character or behaviour

What to do if you think your child is being bullied

1. Watch for the signs.

The following signs or behaviours may indicate that your child is being bullied.
If your child:

- Is frightened of walking to and from school
- Is unwilling to go into school/classroom
- Is not maintaining their usual standard of school work
- Comes home regularly with clothes or books destroyed
- Comes home with unexplained bruises, scratches etc…
- Becomes withdrawn, distressed or stops eating
- Cries him/herself to sleep or starts bed wetting
- Has nightmares

2. Ask, listen, reassure. Encourage your child to talk to you about school and any problems they may have.
3. Talk to the class teacher or head teacher. Bullying is not a necessary part of growing up.
4. Boost your child's morale. Help him or her to realise that it is not them, but the bully that should feel ashamed.

Reporting and responding to bullying

We have clear systems to report bullying for the whole school community, (including staff, parents/carers, children and young people) this includes those who are the victims of bullying or have witnessed bullying behaviour (bystanders).

When an incident of bullying is reported we discuss the circumstances with all parties. Parents are informed if they do not know and a range of solutions such as mediation, circle of friends or peer support are developed according to the needs of the children involved.

- A bullying form is completed and a record kept by the anti-bullying coordinator.

- All incidents are followed up. Parents of both parties will be invited for discussions on the progress of the matter and any additional solutions or actions will be agreed.
- A report is presented by the head teacher to the school governors each term.

What we do at school to discourage bullying

At Arnold View, bullying is an open subject. It is discussed at assemblies and in classrooms and the children are encouraged to talk about any problems. Children are told that hurting people, whether physically or emotionally, is wrong. Emphasis is placed on kindness to counteract bullying behaviour.

We aim to work on developing positive attitudes in all children, and building respect for individual differences. We hold an annual Anti Bullying Week in November where pupils are taught what bullying is, what to do if they are being bullied, how to be a good friend etc... This is followed up throughout the year in PSHE.

Children are taught regular PSHE sessions with three core themes:

Core theme 1: Health and wellbeing
Core theme 2: Relationships
Core theme 3: Living in the wider world

Young Leaders

Year 6 children organise activities and games for children to play at playtimes with both Key Stage 1 and Key Stage 2 children.

Openness and honesty about fears and feelings are encouraged so that opportunities arise for identifying bullying, for example through writing stories, games and discussions.

The Arnold View Anti -Bullying Policy

The Anti-Bullying Policy sets out how the school deals with bullying in more detail. If you would like to read more about our policy, you can find it on the parents pages on our website www.arnoldview.notts.sch.uk under 'School Policies' or ask in the office for a copy.

Arnold View's Anti Bullying Coordinator is Mrs Smeathers and Mr Arrowsmith
Anti Bullying Governor: Colin Shepheard

What to do if your child is the bully

- Stay calm and don't get angry, your child might be going through a difficult time causing them to act out aggressive feelings
- Talk to them about why they bully and what they think they might do to stop.
- Reassure them that it is the behaviour you don't like not them
- Work out a way for your child to make amends for the bullying
- Work with the school or other setting to support you in helping to change your child's behaviour and keep in touch with progress
- Give lots of positive feedback for good behaviour and opportunities to shine

Bullying affects everyone

The bystanders who witness the bullying have an important role in stopping the behavior. People who bully are often trying to impress others by looking tough or funny. We encourage our pupils to tell an adult if they see someone being bullied, and not to just stand by as this supports the bull

Contacting us at Arnold View Primary School

If you have a concern, please speak to your child's class teacher in the first instance or contact the school office to arrange an appointment with Mrs Bryant or Mrs Smeathers.

Head Teacher - Mrs Denise Bryant
Telephone Number – 0115 956 0967
Emaioffice@arnoldview.notts.sc

Arnold View Primary School
SCHOOL BULLYING INCIDENT FORM

Date of Incident		Time of Incident	

Nature/Type of Incident (Please Tick)

Extortion		*Personal possessions taken/damaged*	
Isolation/Being Ignored or Left Out		*Forced into something against will*	
Physical		*Written*	
Verbal (Name-Calling, Taunting, Mocking)		*Spreading Rumours*	
Cyber (Email, Internet, Text)		*Other (please specify)*	

Details of Young People involved

	Names	Year Group	Gender	Ethnic Origin Code	Role*
1					
2					
3					
4					
5					
6					

*Role: V Victim **R** Ring Leader **A** Associate **B** Bystander

Location of Incident (Please Tick)

Classroom		*School Bus*	
Playground/Yard		*Outside/Around School Gates*	
Corridor		*To/From School*	
Toilet			

If you feel the incident was motivated by any of the following please tick

Appearance		*Race/Ethnic Origin *	
Disability/SEN		*Sexual Orientation*	
Gender/Sexism		*Home Circumstances including Looked After Childen/Young People*	
Religion			
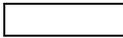
Anti-Bullying Policy

Brief summary of Incident

Action Taken
include any exclusions, parental involvement, or involvement with external agencies.

Generally

If appropriate was a CAF used?	YES/NO

With Individuals (as noted on page 1)

1.
2.
3.
4.
5.
6.

Form completed by:	Date:

Follow-up	Date

Anti-Bullying Policy