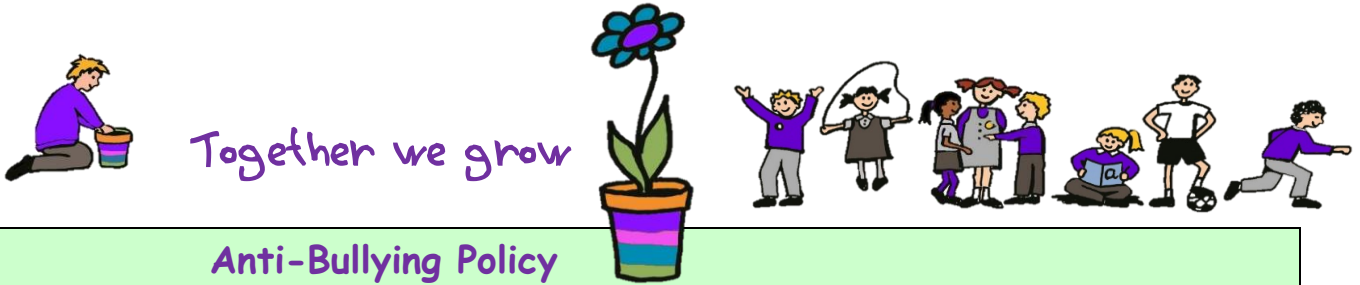


# Emmaville Primary School

## Anti-Bullying Policy

2019-2020





Reviewed September 2019

## Introduction

The ethos of Emmaville Primary School is one of a happy, safe, caring environment. It is therefore implicit that everyone in our school should have the same basic right of freedom from all forms of harassment.

### What is Bullying?

Bullying is an anti social behaviour and affects everyone.

**"Bullying behaviour abuses an imbalance of power to repeatedly and intentionally cause emotional or physical harm to another person or group of people. However, isolated instances of hurtful behaviour, teasing or arguments between individuals would not be seen as bullying."** (Torfaen definition 2008)

Bullying then is 'persistent and often premeditated action taken by one or more children, with the deliberate intention of either physically or emotionally hurting another child.' Bullying can take many different forms, but the following are the main types:

- **Physical:** hitting, punching, kicking, taking belongings, hiding belongings, destroying belongings
- **Verbal:** name-calling, continuous teasing, threatening, insulting, making racist remarks
- **Indirect:** spreading nasty stories about someone, being unfriendly, excluding someone from social groups
- **Cyber:** all areas of internet misuse, such as nasty or threatening emails, misuse of blogs, gaming websites, internet chat rooms, instant messaging
- **Mobile phones:** threats by text messaging or calls
- **Technology:** Misuse of associated technology, i.e. camera and video facilities

## What are the effects of Bullying?

Bullying is extremely harmful to the perpetrator and the victim. Bullying can affect schoolwork and the behaviour of the victim.

The victim may also show signs of the following:

- Depression
- Refusing to come to school or feigning illness
- Injuries they can not explain
- Emotional outbursts
- Lack of self esteem or confidence
- Behavioural difficulties
- Poor concentration
- A decline in their school work
- Lack of friends

## How then does the school respond to Bullying?

At Emmaville the policy on bullying is simple yet rigorously upheld:

*Bullying will not be tolerated*

It is our firm belief that bullying hurts and that no one deserves to be bullied. Everybody has the right to be treated with **respect**.

The school has clear guidelines on Discipline & Behaviour (Choices Policy) which helps to both reduce incidences of bullying and also identify clear strategies for disciplining children who are responsible for bullying. The Discipline and Behaviour policy should therefore be used in conjunction with this policy when addressing any issue relating to bullying.

The school has a commitment to the **Every Child Matters** agenda where the pupils' safety, health, economic well-being, enjoyment, excellence and participation in the community are promoted as an effective anti-bullying culture.

The **Equality Act 2010** is a legal document that ensures all people are treated fairly regardless of cultural background, sexual orientation, race, religion/belief, ability or home circumstance. With this at the forefront of our school policy, we believe that all have the right to go about their daily lives without the fear of being threatened, assaulted or harassed. We want our pupils to be educated in a safe and secure environment where they can learn without anxiety and where relationships are based upon mutual respect.

We do not underestimate the impact that bullying can have on a person's life.

### Aims and objectives of this policy

- To ensure that everyone understands what bullying is and that it is wrong and damages individual children;
- To ensure that all in school are aware of the issues surrounding bullying;
- To do all that we can to prevent it. This is primarily achieved through the development of a school ethos in which bullying is regarded as totally unacceptable;
- To ensure that the school's attitude towards bullying is evident to all, in every facet of school life;
- To produce a consistent attitude and response towards bullying;
- To give all children strategies to communicate effectively with one another without resorting to bullying;

We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the whole issue of bullying.

The aims will be achieved through:

- Ensuring that all members of the school community are aware of the policy and fulfil their obligation to it;
- Modelling exemplary behaviour at all times;
- Working with the School Council to seek their views and opinions on the effectiveness of this policy;
- Teaching children about bullying, its effects and the importance of working together;
- Listening carefully to children, parents and staff;
- Working in partnership with parents;
- Monitoring the behaviour and attitudes of the children;
- Having high expectations of every child;
- Allowing children to take on responsibilities and encouraging them to be responsible citizens;
- Praising and rewarding them for good behaviour;
- Ensuring that issues concerning bullying and relationships within school are dealt with as part of the PSHE and Citizenship teaching;
- Working closely with the Anti Bullying Team through the school's service level agreement;

- Providing opportunities through which children can voice/discuss their concerns and anxieties (SEAL lessons, Assemblies, Buddy System, Peer Mediation, Worry Box, Prayer Space Stations ;)
- Providing workshops that offer children the opportunity to learn about the impact of bullying;
- Involving the children in the application of Awards such as Anti Bullying, Citizenship and Roles Rights and Responsibilities

## The role of Governors

The Governing Body supports the Headteacher in the employment of anti-bullying strategies.

This policy statement makes it very clear that the Governing Body does not condone any form of bullying in the community of our school, and that any incidents of bullying that do occur are taken very seriously and are dealt with appropriately.

The Headteacher retains responsibility for reviewing the effectiveness of anti-bullying strategies and together with the Governors, reviews this policy on an annual basis.

Where a parent is unhappy with the action taken by the Headteacher in response to a bullying incident, they have the right to make a formal complaint to the Governing Body. The Governing Body should respond to any formal complaint within ten days and must notify the head teacher of the need to conduct an investigation into the case and to report back to a representative of the Governing Body.

## The role of the Headteacher, Deputy Headteacher and Senior Management Team

It is the responsibility of the Headteacher, Deputy Headteacher and the Senior Management Team to implement the school anti-bullying strategy and to ensure that all members of staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying.

The Headteacher, Deputy Headteacher and the Senior Management Team have the primary responsibility for ensuring that children know that bullying is wrong, and that it will not be tolerated in school. This is undertaken in a variety of ways, including through whole school assemblies, PSHE & C lessons and when dealing with specific incidences of inappropriate behaviour.

The Headteacher, Deputy Headteacher and the Senior Management Team have specific responsibility for developing a school climate of mutual support and praise, thus making bullying less likely. When children feel they are important and belong to

a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

Informal communications between staff and with parents are undertaken immediately after a bullying issue arises. Where appropriate this is shared with other members of staff at staff meetings and ways of addressing individual problems are discussed.

### The role of the teacher

They have a collective responsibility for discouraging and responding to any incidences of bullying immediately.

If teachers witness an act of bullying, they deal with the situation following discipline and behaviour procedures and involve a senior member of staff to provide support or appropriate sanctions. Teachers will be expected to make a written record of the circumstances associated with any incident of bullying; together with the action taken. These are subsequently shared with the parents of both the perpetrator and the victim of any bullying.

Any continued or subsequent issue of individual bullying by a child is dealt with in line with our Discipline and Behaviour guidelines (Choices Policy.)

Teachers support all children in their class to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent bullying from occurring.

### The role of parents

Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school community.

Parents, who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately.

The home school agreement provides a clear outline for parents to encourage their children to be a positive member of the school.

### Dealing with reports of bullying and support systems

When an incident of bullying is encountered the following will happen:

- On the first occasion, the child in question will be interviewed by the class teacher, in the presence of the victim at some stage, and an amicable solution suggested that supports the victim and informs the perpetrator of the bullying. (A child who is bullying is often unaware of the impact of their actions on other children. When the distress caused is pointed out it will usually stop.)
- Steps in the first instance will be taken to remind the perpetrator that such behaviour is not tolerated or should not be repeated. This will include the use of sanctions in line with the school's behaviour policy.
- If a child continues to bully others, the Deputy Headteacher will interview the children concerned. If the Deputy Headteacher considers the matter to be of a more serious nature, the Headteacher will be informed and will also interview the children concerned. Parents will then be contacted and notified of the most appropriate course of action to be taken.
- In extreme cases the child who is bullying may be taken home. Upon return to school, should the child continue to bully then they may be excluded for a fixed period of time.
- If, after the fixed period of exclusion, there are any further incidents, permanent exclusion from school will follow in line with Local Authority guidance.
- All incidents of bullying should be recorded and monitored. The record should include details about the nature of the incident, the action taken and a list of the people who were notified.

### **Victims**

Throughout each stage of the above, consideration should be given to the victim and where possible help given to them to develop skills to avoid further bullying. They should know that it is, '**Okay to Tell**' and that they will be given help if they do so. The victim will be reminded of the systems that are in place within school to support them. The school will enhance the self esteem of the victims of bullying.

### **Anyone who bullies**

The perpetrator of the bullying should also be helped where possible by pointing out why their actions are wrong and how they can stop bullying. School personnel will endeavour to encourage the perpetrator to think about their behaviour and to take responsibility for their actions. It should also be recognised, however, that some bullies themselves need help and support. It is the school's responsibility to ensure

that they receive appropriate support and it may be necessary to involve professional agencies to assist with this.

### **Support systems**

Sharon Lowe (Pastoral Support Worker) is available in school on Thursday lunchtime to listen to and discuss any pupil concerns. A 'worry box' is situated in the school library for pupils to put in any concern they may have. This box is checked on a daily basis by a member of staff and arrangements for children to discuss their concerns are made. Whilst the school has a trainee Social Worker on placement in school, the trainee Social Worker will take responsibility for the 'worry box.' From January 2014 until the end of June 2014 the trainee Social Worker on placement in school will be Rebecca Carr. The Headteacher operates an 'open door' policy for all children if they feel they wish to discuss concerns with her.

Some useful contact details for children and parents:

CHILDLINE - 0800 1111

BULLYINGUK - 0808 800 2222

KIDSCAPE Parents Helpline (Mon - Fri, 10 - 4) 0845 1205 204

BULLYING ON LINE - [www.bullying.co.uk](http://www.bullying.co.uk)

### **Monitoring and review**

The effectiveness of our anti-bullying strategies is monitored by the Headteacher and the Deputy Headteacher on an ongoing basis. If the need arises, written reports are submitted to the Governing Body identifying behaviour issues.

This policy was produced by Avril Armstrong and will be reviewed annually.