



ANTI BULLYING POLICY

NAME OF SCHOOL	Stanmore Primary School
DATE OF POLICY ISSUE	November 2023
DATE OF POLICY REVIEW	November 2024
NAME OF RESPONSIBLE MANAGER/HEADTEACHER	Mrs Sharon Taylor

Overview

Stanmore Primary School is committed to ensuring that the pupils who attend the school feel safe and secure whilst at school. It is every child's right to attend our school without feeling fearful or intimidated by other children or adults. Bullying is not tolerated at all and staff will be actively supportive with any child who reports that they are being bullied in order to reach a positive resolution.

The school staff will liaise with parents of any child who reports being bullied to ensure that the pupil and family feel that they are fully supported. Staff will also contact the parents of children whose behaviour is considered bullying to inform them about the situation and arrange a meeting, if necessary, to help the situation move forward.

Parents can contact the school at any time to raise any concerns they may have and a senior member of staff will be available to discuss issues as soon as possible. A helpful website for parents and staff which deals with bullying issues is: <http://www3.hants.gov.uk/childrens-services/childrenandyoungpeople/bullying.htm>

What is Bullying?

Bullying is the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological. It can happen face-to-face or through cyberspace. It is a purposeful and repeated action which causes distress.

Bullying can take different forms and may include:

- Verbal bullying: name calling, use of threatening or provocative language including use of prejudicial language, teasing, etc.

- Psychological bullying: excluding an individual from group play, refusing to talk to or even acknowledge an individual
- Physical bullying: hitting, kicking, grabbing an individual; taking or hiding another's property, etc.
- Cyber bullying – bullying via mobile phone or online (e.g. email, social networks and instant messenger)

The Equality Act 2010 provides legal protection against discrimination. The Act makes it unlawful for the responsible body of the school to discriminate, harass or victimise a pupil or potential pupil.

The following Characteristics are protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnerships
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation.

A 'hate incident' is any occurrence that is perceived by the victim, or any other person to be one of the following:

- Racist including use of prejudicial language
- Homophobic
- Transphobic (discrimination against transgender or transsexual people)
- Due to a person's religious, beliefs, gender identity or disability

This is not only limited to a personal attack. Name calling, violence, property attacks such as graffiti, verbal attacks and abusive messages either by phone, mail or via the internet can also be seen as hate incidents. All such incidents must be reported and recorded appropriately.

At Stanmore Primary School we acknowledge that bullying does happen from time to time- indeed, it would be unrealistic to claim that it does not. However, it is extremely rare. We work hard with pupils and staff to create a culture of mutual respect and care where children understand how to support one another, working and playing in harmony. Children need to know what bullying is and what to do if it occurs. Therefore, staff take steps during their communication with the children to achieve the following:

- Ensure that all children and adults within school have a common understanding of what bullying is
- Minimise all forms of bullying
- Maintain a zero tolerance of prejudicial language
- Communicate clearly to children and parents the school's strong response
- Stress that the whole school community acts together on this issue
- Continually work to maintain a warm and harmonious atmosphere within school
-

Principles

- All allegations of bullying will be carefully investigated and parents will be notified
- Staff will report all allegations or incidents of bullying using the schools central reporting system (CPOMS)
- Pupils, parents and staff will be encouraged to talk openly about the issue
- As part of the curriculum, greater understanding of bullying in all its forms will be developed
- Children will be taught strategies, appropriate to their age, need and development, to help them deal with any bullying situations which they may encounter
- All children are educated as to the dangers (as well as the positives) of being online and communicating with others using this medium
- The school will protect and support all parties during school / extra-curricular time and on school premises whilst issues are resolved

Whole School Strategies to Minimise Bullying

1. A regular programme of PSHE work, with emphasis on role play, will support this policy.
2. There will be regular teacher – class discussion, for example, during circle time, dealing with friendship / playtime issues.
3. Peer support will be strongly emphasised: children will be taught how to effectively support a bullied child and how to resist 'joining in' with bullying.
4. A school Anti-Bullying Code is in use, giving clear advice to children on what to do if you are a witness or a victim of bullying.

Children will need to:

- Understand what bullying is
- Understand that bullying can take different forms
- Know that bullying behaviour is unacceptable
- Know that bullying is a disciplinary matter
- Treat others with respect

Children will be told, if they see someone being bullied:

- DO let a teacher or other staff member know
- DO try to be a friend to the person being bullied
- DO try to help the bully stop bullying
- DON'T rush over and take the bully on
- DON'T be made to join in
- DON'T blame yourself for what has happened
- KEEP telling people until someone listens

How the School Responds To Specific Allegations of Bullying

1 Children will be reminded who to talk to in the first instance if they are feeling unhappy because of being bullied. The child should tell their class teacher in the first instance; class teachers are the best people to deal with the issue at first as they know the children and are best placed to talk with the child. However, a child may also talk to -

- Another teacher known to them

- A Learning Support Assistant
- A member of the office staff
- A Lunchtime Supervisory Assistant
- A senior member of staff

The children must be given every opportunity to report the bullying but it will be the class teacher who will follow up allegations in the first instance, involving other senior staff as necessary. Therefore, any other adult in a position of responsibility should feed back to the class teacher as soon as possible.

If you are a victim of bullying:

- TELL a teacher or another adult in school
- TELL your family
- TAKE a friend with you if you are scared to tell someone by yourself
- DON'T blame yourself for what has happened.

2 The class teacher will then take steps to discuss the problem with the child who is being bullied and also the child who is accused of bullying behaviour to establish the situation and talk through any issues. This is done very sensitively, finding out the facts of the situation, taking care to support the child who is being bullied. The class teacher will then speak with the child whose behaviour is considered bullying, explaining the situation and how the other child is feeling. This should lead them understanding the consequences of his/her action and to apologise to the child who has been bullied. An early resolution is sought using these tactics.

3 Both parties are informed that the situation is being monitored by the class teacher/s concerned. The parents of a child who is being bullied should be contacted so that they know the full picture and can see that the school is actively trying to resolve the situation. The parents of a child who is carrying out the bullying will also be contacted so that all parties are clear about the situation. Parents may be invited to come into the school at this time to further discuss the situation although if it is resolved, it may be decided that face to face contact is not needed at this stage.

4 If there is no improvement, or further bullying occurs, the parents of the child whose behaviour has been considered bullying must be contacted in order to come into school to discuss the problem and to talk the issue through with the Key Stage Leader and/or a member of the Leadership Team. The school takes all bullying issues very seriously and senior staff will be involved if the class teacher is unable to resolve the problem with the child.

5 The school will make it clear that a zero tolerance policy is being adhered to. If further bullying takes place, there is a real risk that the child whose behaviour is considered to be bullying will be excluded for a fixed term in the first instance.

6 As a result of the discussion clear expectations are laid down as to:

- Expected behaviour and attitudes
- Where the child should be at specific times of the day
- Who they should report to, and when
- Who they should keep away from
- What are the arrangements for beginning/ending lessons, lunchtimes, starting and ending day

Individual circumstance will determine the precise arrangements to be made. A child who is feeling unhappy at school because of being bullied will be given every support possible with staff finding ways to helping them to build up friendships and giving them strategies to handle difficult situations including telling the teacher immediately if the situation does not improve.

7 Support is given to the child whose behaviour is considered bullying to help them develop an increased sense of empathy, to look at the situation through the other child's eyes, raise their self-esteem and develop appropriate social skills. Often they may have suffered bullying themselves and they need to be helped to understand that their behaviour is unacceptable to others. This takes sensitive and careful handling and needs the support of adults and parents. However, even though staff may understand why a child is bullying i.e. what has led them to display bullying behaviour, bullying can never be condoned and must be stopped as soon as possible.

The school will monitor incidents of bullying in the following ways:

- Keep records of bullying incidents
- Follow up discussions with parties involved
- Report regularly to the governing body
- An annual survey of all pupils and parents will take place and any appropriate feedback and actions will take place.