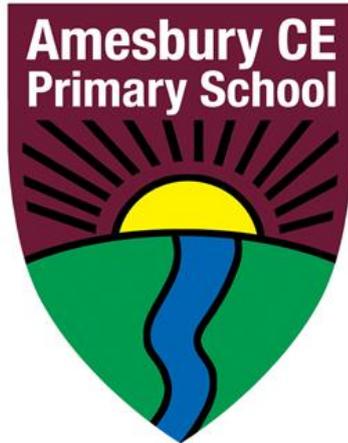


AMESBURY CE PRIMARY SCHOOL



Anti-bullying Policy

Policy date: November 2020

Review date: September 2021 [To be reviewed annually]

This policy has been approved and adopted by the Governing Body on _____

Signed [Headteacher]: _____

Signed [Chair of Governors]: _____

Introduction

At Amesbury C of E Primary School we believe that all members of the school community have a right to work in a caring and protective environment. We aim to create a positive atmosphere based on a sense of community and shared values, in which the following qualities are developed in the children:

- Care, consideration and respect for themselves, for others, and for property.
- Individual worth and self-esteem
- Confidence and willingness to have a go
- Trust and a sense of security
- Independence and initiative
- Openness and honesty
- Thoughtfulness
- Cooperation

Good liaison between all members of the school community, especially between staff and parents is vital. It is the responsibility of the whole school community to create a supportive climate to prevent bullying.

This policy acts in accordance with The Education Act (2002), the Education and Inspections Act (2006), the Equality Act (2010) and has been developed and reviewed in consultation with the whole school community (pupils - via the School Council; parents – via a parent meeting consultation; staff; school leadership and governors).

Anti-Bullying Principles:

- Pupils all have right to learn free from intimidation and fear;
- The needs of the victim are paramount;
- Bullying under any circumstances will not be tolerated;
- Bullied pupils will be listened to;
- Reported incidents will be taken seriously and thoroughly investigated

What is Bullying?

It is important to make the distinction between behaviour that is bullying and behaviour that is unintentional, as a result of careless words or impulsive reactions. At Amesbury CE Primary School, we have adopted the NSPCC acronym of STOP as a child friendly definition of 'bullying' to enable easy identification.



Bullying is an act of aggression, causing embarrassment, pain or discomfort to someone. Bullying may include racial, religious, homophobic, disability or gender related prejudice. Bullying is an abuse of power. It may be perpetrated by an individual or by groups of pupils.

Most incidences of bullying have these things in common:

- It is deliberately hurtful behaviour
- It is repeated over a period of time
- It is targeted
- It is difficult for those being bullied to stop the process

Bullying does not just occur between children. We recognise that bullying can also be perpetrated by children on adults, by adults on children and by adults on other adults.

The four main types of bullying are:

- Physical** persistent hitting, pushing, kicking, pinching, other violence and taking things.
- Verbal** name calling, sarcasm, racist remarks, persistent teasing, threatening, homophobic remarks.
- Indirect** spreading rumours, excluding someone from social groups
- Cyber** all areas of internet, such as email and internet chat room misuse.
Mobile threats through text messaging and calls.
Misuse of associated technology i.e. camera and video facilities.

Cyber Bullying

Cyberbullying may be defined as 'the use of electronic communication, particularly mobile phones and the internet, to bully a person, typically by sending messages of an intimidating or threatening nature: children and adults may be reluctant to admit to being the victims of cyberbullying'. Cyberbullying is bullying that takes place online. Unlike bullying in the real world, online bullying can follow the child wherever they go, via social networks, gaming and mobile phone. Cyber bullying can include:

- Sending threatening or abusive text messages
- Creating and sharing embarrassing images or videos
- Excluding children from online games, activities or friendship groups
- Setting up hate sites or groups about a particular child
- Any other form of harassment, intimidation or threat through electronic devices

Cyber bullying is most likely to take place outside of school. However, school will respond to all reports of cyber bullying seriously.

Why does bullying occur?

People who bully might do so because they: want to feel powerful or in control; are jealous; want attention or to look 'clever' in front of others; are being bullied themselves. Bullying can also sometimes occur because people are seen to be different from them or from the 'norm'. Such prejudice based bullying may relate to another person's gender, ethnicity, religion, sexual orientation or disability.

The Effects of Bullying

The effects of bullying can last into adulthood. At its worst, bullying has driven children and young people to self-harm and even suicide.

Children who are bullied:

- may develop mental health problems like depression and anxiety
- have fewer friendships
- aren't accepted by their peers
- are wary and suspicious of others
- have problems adjusting to school, and don't do as well.
- All children who are affected by bullying can suffer harm – whether they are bullied, they bully others or they witness bullying.

Signs of Bullying

Every child is different and bullying will affect individuals in different ways. There are no single signs that will indicate for certain that your child is being bullied, however some typical indicators may be:

- belongings getting 'lost' or damaged
- physical injuries, such as unexplained bruises
- being afraid to go to school, being mysteriously 'ill' each morning, or skipping school
- not doing as well at school
- asking for, or stealing, money (to give to whoever's bullying them)
- being nervous, losing confidence, or becoming distressed and withdrawn
- problems with eating or sleeping
- bullying others

Children may also exhibit these signs without being bullied. Any changes in behaviour or behaviours that give cause for concern should be discussed with your child's class teacher.

Bullying of adults:

All members of our school community, including staff, parents and governors have a right to feel safe in our school. If a parent or child is verbally or physically abusive to any member of staff, or other adult on school site, a violent incident form will be completed.

Any adult who feels threatened in the workplace is deemed to be suffering from bullying.

Incidents should be taken to the Headteacher or Safeguarding Governors (Debbie Harrington and Jenn Shoemark) who will resolve the situation as speedily as possible.

Roles and Responsibilities

All adults within School will be expected to set a good example by ensuring that their relationships with other adults and with children are based on respect, care and trust,

All staff, teaching and support, will be expected to record all incidents or allegations of bullying in the appropriate Incident Folder and report them to the Head. They should respond to reporting children or parents calmly and reassuringly telling them that their concerns will be taken seriously. If necessary, immediate action should be taken to ensure a victims safety.

All staff will be expected to support and participate appropriately in the whole-school anti-bullying strategy.

All children will be expected to reflect on the nature of bullying and its effects. They will be encouraged to report bullying of themselves or others to an adult. They will also be encouraged to take an appropriate part in support given to victims, and in strategies to change the behaviour of children displaying bullying behaviour.

The Headteacher will follow-up all allegations and incidents of bullying using the anti-bullying procedures (see flow chart: Appendix A). The Headteacher will report any bullying related incidents to the Safeguarding Governors on a termly basis.

Parents will be expected to support the school's anti-bullying policy. They will be encouraged to talk to their children about bullying and its effects. They will be encouraged to allow children to talk about problems and concerns freely. They will be expected to report all allegations or incidents of bullying to the school.

Governors will monitor the implementation of and issues relating to the Anti-Bullying Policy termly, within the Safeguarding Governors. They will be expected to treat seriously and respond appropriately to parents who feel that a bullying problem remains unresolved.

How will we know if the Anti-Bullying Policy is effective?

All elements of the Anti-Bullying Strategy will be seen to be implemented. Governors checking on the way the school has handled reports of bullying will be able to see evidence that the anti-bullying procedures have been correctly and effectively implemented through the work of the Safeguarding Governors.

However, if parents are unhappy with the way in which the school handles a bullying incident, they should address their concerns in the first instance to the Headteacher. If parents wish to make a formal complaint, they may follow the guidelines set out in the Complaints Procedure document which is available on the school website.

Associated Documents

Appendix A	Anti-Bullying Procedures Flowchart
Appendix B	Child friendly anti-bullying policy
Appendix C	Anti-bullying Parent Guide

Links to Other Policies

Child Protection

E-Safety

Behaviour

PSHE

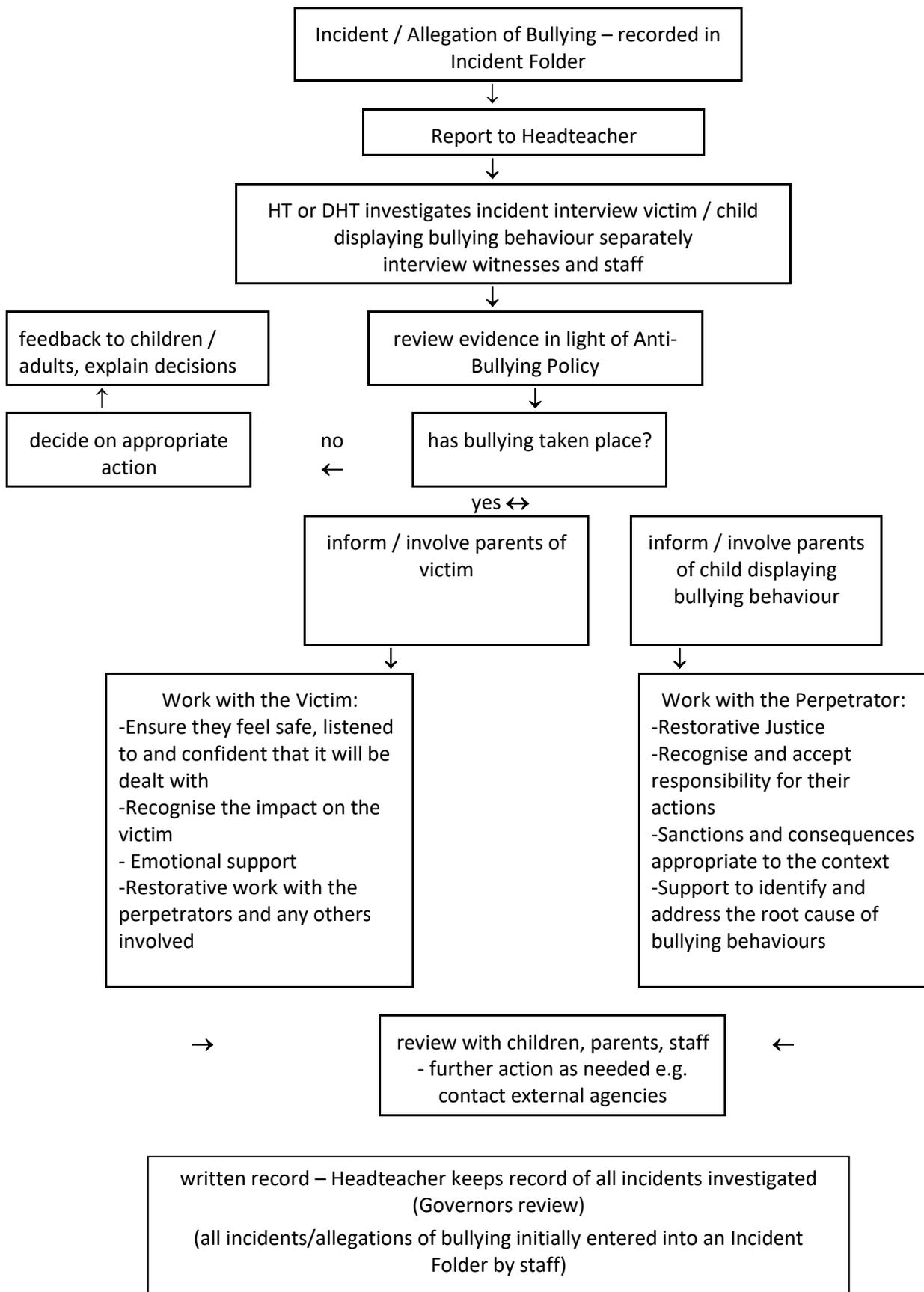
Positive Handling Policy

Mental Health and Wellbeing

Violence and aggression policy

Appendix A – Anti-Bullying Procedures Flowchart

Anti-Bullying Procedures



If you are bullied:

DO:

- Ask them to STOP if you can.
- Use eye contact and tell them to go away.
- Ignore them.
- Walk away.
- Use the classroom worry box if you are too scared to speak openly about it.
- Talk to a friend.
- If it is a text – show your parent/carer.
- TELL SOMEONE



DON'T:

- Do what they say.
- Get angry or look upset.
- Hit them.
- Think it's your fault.
- Hide it.

What should I do if I see someone else is being bullied:

- Tell an adult straight away.
- Don't stay silent or the bullying will keep happening.
- Be a good friend

The Head, the Governors and the staff will work together to:

- Make our school a place where everyone can feel safe and happy. That means no bullying allowed.
- We will help everyone to get on with each other and we believe that everyone has the right to be who they are.

What will happen to a bully?
Teachers will get involved by talking to those concerned and their parents.

Amesbury CE Primary School



Child Friendly Anti-Bullying Policy

What is Bullying?

A bully is someone who hurts someone else by using behaviour which is meant to hurt, frighten or upset another person. This behaviour is repeated frequently and deliberately.



Emotional: Hurting peoples feelings, leaving you out.

Physical :

Punching,kicking,spitting,hitting,pushing.

Verbal: Being teased , name calling.

Cyber: Saying unkind things by text ,email and online.

Differences:-: Being unkind about any differences - the way you look, your beliefs , race, any disability etc.

When is it bullying?

Several

Times

On

Purpose



We promise to listen and to treat bullying seriously.

Who can I tell?



A Friend

Parents/ Carers

Teachers and Teaching Assistants

School buddies

Lunchtime Staff

MOST IMPORTANTLY:

If you are being bullied:

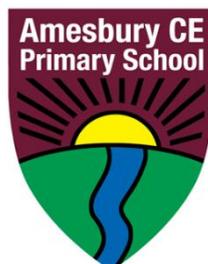
Start **T**elling **O**ther **P**eople

Amesbury CE Primary School



Working Together for a Bully-Free School

A guide for parents and carers



At Amesbury CE Primary School, we have adopted the NSPCC acronym of STOP as a child friendly definition of 'bullying' to enable easy identification.



What is bullying?

- Bullying is 'behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally'.
- Bullying is an act of aggression, causing embarrassment, pain or discomfort to someone.
- Bullying may include racial, religious, homophobic, disability or gender related prejudice.

What is NOT bullying?

- × Bullying is not the same as quarrelling - all children will fall out with each other from time to time.
- × Bullying is not rough playground games which may result in a child unintentionally getting hurt.
- × Bullying is not an individual losing their temper and saying hurtful things.

Most incidences of bullying have these things in common:

- It is deliberately hurtful behaviour
- It is repeated over a period of time
- It is targeted
- It is difficult for those being bullied to stop the process

What does the school do?

We recognise that bullying sometimes occurs in our school as in all others, but when any incidents of bullying behaviour occur, we have a clear policy to which all staff and governors have agreed.

- We always investigate incidents immediately and very thoroughly following the 'Anti-bullying Flowchart'.
- We talk to everyone involved and to anyone who might have witnessed anything.
- In all instances we involve the children in finding a solution and in trying to rectify the situation.
- We are aware that Primary School children are increasingly using technologies such as the Internet and mobile phones to communicate; we will treat reports of cyber-bullying involving members of the school community in the same fashion as any other report of bullying regardless of whether it has occurred within, or away from, the school setting.
- We aim to help the person doing the bullying as well as the person being bullied, in order to prevent further problems.
- We keep parents up to date with the situation for as long as is appropriate and welcome their positive involvement.

What should you do if your child is upset by the behaviour of others?

- Talk to him/her to find out what happened and the background to the incident - what happened yesterday/five minutes before.
- Has this happened before? Was anyone else involved?
- Consider if he/she may have been a victim of inappropriate behaviour or bullying (see definition).
- If it was inappropriate behaviour, contact the class teacher.
- If it was bullying, contact the class teacher who will inform the Headteacher or Deputy Head immediately.
- Please don't advise your child to respond or retaliate in the same aggressive way, as we wouldn't tolerate that either.

And then....?

- Give your child more opportunities to talk to you about their feelings and what is happening.
- However, beware of making it the first or only thing that you talk about - discuss lots of positive things about school and friends as well.
- Tell your child that you expect things to improve, and support them and school staff as the problem is dealt with.
- Please don't feel that you need to try to solve a problem that happens in school directly yourself.

Thank you for your partnership in preventing and tackling bullying effectively.

Further help

The full **Anti-Bullying Policy** can be found on the school website (or via the school office).

Anti-bullying Alliance - the alliance brings together over 60 organisations into one network with the aim of reducing bullying. Their website has a parent section with links to recommended organisations that can help with bullying issues.

www.anti-bullyingalliance.org.uk

Kidscape

www.kidscape.org.uk

Their helpline for parents - 08451 205 204

NSPCC

help@nspcc.org.uk - 0808 800 5000

Bullying UK

www.bullying.co.uk

Their helpline - 0808 800 2222

