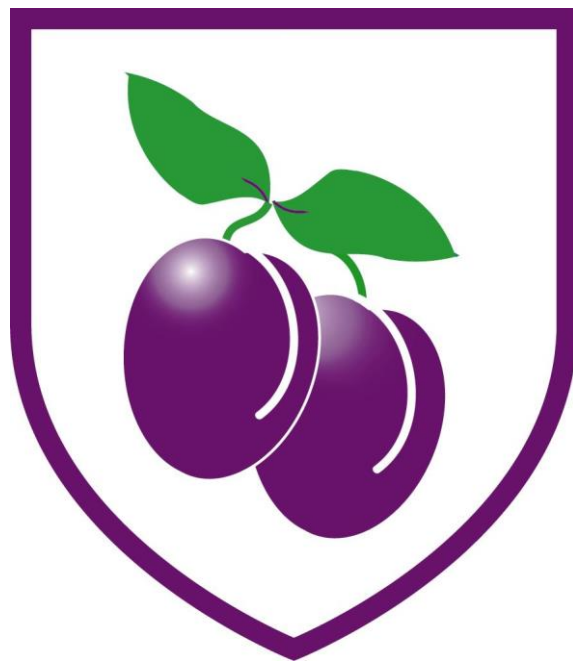


Plumcroft Primary School

Universal high expectations

Knowing every child

In pursuit of excellence



Anti-bullying Policy

September 2022

Anti-bullying Policy – to be read in conjunction with the Behaviour policy and home-school agreement

Date: September 2022

Review date: September 2024

Co-ordinator: Annette Graney and SLT

Principles and values

As a school we take bullying and its impact seriously. Pupils and parents should be assured that known incidents of bullying will be responded to. Bullying will not be tolerated. The school will seek ways to counter the effects of bullying that may occur within the school and the community. The ethos of our school fosters high expectations of outstanding behaviour and we will consistently challenge any behaviour that falls below this.

Objectives of this policy

- All governors, teaching staff and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors, teaching, and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- All pupils should know the consequences of bullying.

The aim of this policy is to work together to ensure that our school is a safe and happy place for children and adults to be.

What is bullying?

Bullying is unacceptable behaviour used by an individual or group, usually repeated over time, that intentionally hurts another child or group physically or emotionally.

At Plumcroft, we use the acronym 'S.T.O.P' (**Several Times On Purpose**) when referring to unacceptable behaviour incidents that may be considered as bullying.

Bullying can be:

Emotional	Being unfriendly, excluding, tormenting, threatening
Physical	Pushing, kicking, biting, hitting, punching or any use of violence
Racial	Racial taunts, graffiti, gestures, derogatory remarks
Sexual	Unwanted physical contact or sexually abusive comments
Homophobic	Because of, or focussing on the issue of sexuality
Direct or indirect verbal;	Name-calling, sarcasm, spreading rumours, teasing
Cyber bullying	All areas of internet such as email, social media, messages, calls Misuse of technology ie camera, phone, games consoles

Bullying may be related to:

- Race
- Gender
- Religion
- Culture
- SEN or Disability
- Appearance or health condition
- Home circumstances, including young carers and poverty
- Sexual orientation, sexism, or sexual bullying, homophobia
- Personality

Bullying can take place in the classroom, playground, toilets, on the journey to and from school, on residential trips and cyberspace. It can take place in-group activities and between families in the local community.

Perpetrators and victims

Bullying takes place where there is an imbalance of power of one person or persons over another.

Staff must remain vigilant about bullying behaviours and approach this in the same way as any other category of Child Abuse; that is, do not wait to be told before you raise concerns or deal directly with a matter. Children may not be aware that they are being bullied; because they may be too young or have a level of Special Educational Needs, which means that they may be unable to realise what others may be doing to them.

Staff must also be aware of those children who may be vulnerable pupils; those coming from families with additional challenges, those responding to emotional problems or mental health issues and children with learning difficulties, which may bring about a propensity to be unkind to others, or may make them more likely to fall victim to the behaviour of others.

Why is it important to respond to bullying?

Bullying hurts. No one deserves to be a victim of bullying. Bullying has the potential to damage the mental health of a victim and have lifelong effects. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

Signs and symptoms for Parents and Staff

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- Is frightened of walking to or from school
- Changes their usual routine
- Is unwilling to go to school
- Begins to truant
- Becomes withdrawn, anxious or lacking in confidence
- Starts stammering
- Attempts or threatens suicide or runs away
- Cries themselves to sleep at night or has nightmares
- Feels ill in the mornings
- Begins to make less effort with school work than previously
- Comes home with clothes torn or dirty or belongings damaged
- Has possessions which go missing
- Asks for money or starts stealing
- Has dinner money (or other money) continually 'lost'
- Has unexplained injuries
- Comes home hungry
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or siblings
- Stops eating
- Is frightened to say what's wrong
- Gives improbable excuses for any of the above
- Is afraid to use the internet or phone
- Is nervous or jumpy when a message is received
- Lack of eye contact
- Short tempered
- Change in attitude towards people at home

These signs and behaviours could indicate other social, emotional and/or mental health problems, but bullying should be considered a possibility and should be investigated.

Outcomes

All known/reported incidences of bullying will be investigated by the class teacher or by a member of SLT. This may include questioning children and looking at CCTV.

All incidents will be dealt with individually depending on the circumstances and children involved. The child displaying unacceptable behaviour may be asked to listen to the victims feelings or apologise (as appropriate to the child's age and level of understanding). Other consequences may take place. Eg a parents being informed about their child's behaviour, detention, lunchtime clubs to avoid further social issues, internal exclusion or if extremely serious then fixed-term exclusion from school. Wherever possible, the pupils will be reconciled.

In some cases, outside agencies may be requested to support the school or family in dealing with a child continually demonstrating unacceptable behaviour towards others. Eg counsellor or outreach services.

In serious cases (this is defined as children displaying an on-going lack of response to sanctions, that is, no change in behaviour choices), support from behaviour outreach, counselling, reduced timetables, or even fixed or permanent exclusion will be considered.

During and after the incident(s) have been investigated and dealt with, each case will be recorded on the school behaviour log and monitored to ensure repeated bullying does not take place.

Prevention

At Plumcroft we use a variety of methods to support children in preventing and understanding the consequences of bullying through assemblies, workshops, school council, questionnaires, playground friends, lunchtime clubs, competitions and SMSC/PSHE curriculum topics. If a cohort are particularly susceptible to use unacceptable behaviour towards each other, we may also invite in theatre groups/workshops relevant to the particular needs of the classes as a preventative measure. We will also liaise with and ask advice from outreach services who will assist with larger group support.

The ethos and working philosophy of Plumcroft means that all staff actively encourage children to have respect for each other and for other people's property. Good and kind/polite behaviour is regularly acknowledged and rewarded. The topic of bullying is visited regularly, which informs the children that we are serious about dealing with bullying and leads to open conversations and increased confidence in children to discuss bullying and report any concerns about other children's behaviour.

Staff follow the equality policy and are careful not to highlight differences between children as this gives other children advocacy to use this difference to begin calling names or teasing. Staff are vigilant about grouping of children as friendship groups may bring about the imbalance of power, which may lead to others feeling excluded or unwelcome. Staff must reinforce a

general message that children do not have to be friends with everyone else, but they must be respectful of everyone else's feelings and be kind to each other.

If a child feels that they are being bullied then there are several procedures that they are encouraged to follow:

- Tell a friend
- Tell a teacher or adult
- Tell a playground friend
- Tell a member of SLT
- Tell a parents or sibling
- Ring child line and follow advice given

Recording of bullying incidents

When an incident of bullying has taken place, staff must be prepared to record and report each incident. In the case of racist bullying, or any serious bullying, this must be reported to Mrs Graney (DHT). All incidents of bullying will be discussed with all relevant staff and the parents of the children involved, in order that everyone can be vigilant and that further incidents can be prevented.

Advice to Pupils and Parents

- Talk to staff; allow them time to deal with a problem.
- Do not attempt to sort out the problem yourself by confronting a child or parent.
- Do not encourage children to be a 'bully' back.

E-safety

As most of the Key stage two children have their own mobile phone, it is now a growing concern that children do not fully understand the potential safety consequences of using the internet and social-media. To educate pupils and parents on how to use these safely and appropriately we have put the following things in place:

- Annual parents' e-safety meeting where issues and consequences can be shared and discussed. E-safety guidance leaflets also distributed to all parents.
- School email address set up for parents to contact the IT manager with any questions or concerns.
- Any complaints or concerns of inappropriate use of the internet or mobile devices will be investigated. Where necessary parents will be informed so that the situation can be monitored out of school.