

Ebrington Primary & Nursery School



Anti Bullying Policy April 2019

To be reviewed April 2021

**Unless there is a significant change in school
practice or policy.**

Signed _____ (Chair of Governors) Date _____

Ebrington Primary School & Nursery Unit

Anti-bullying Policy

Statement of Intent

The staff of Ebrington Primary School and Nursery unit are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a **TELLING** school. This means that *anyone* who knows that bullying is happening is expected to tell the staff.

Objectives of this Policy

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors and 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.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

What Is Bullying?

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim and is:

1. Repetitive, wilful or persistent
2. Intentionally harmful, carried out by an individual or a group
3. An imbalance of power leaving the victim feeling defenceless

Bullying can be:

- Emotional-being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical-pushing, kicking, hitting, punching or any use of violence
- Racist-racial taunts, graffiti, gestures
- Religious-taunting, name-calling or physical acts based on faith
- Sexual-unwanted physical contact or sexually abusive comments
- Homophobic-because of, or focussing on the issue of sexuality
- Verbal-name-calling, sarcasm, spreading rumours, teasing
- Cyber-all areas of internet, such as email & internet chat room misuse
Mobile threats by text messaging & calls
Misuse of associated technology, i.e. camera & video facilities

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

We have a responsibility to respond promptly and effectively to issues of bullying.

Signs and Symptoms

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
- doesn't want to go on the school / public bus
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- 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 morning
- begins to do badly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or " go missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- 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 mobile phone
- is nervous & jumpy when a cyber-message is received

These signs and behaviours could indicate other problems, but bullying should be considered as a possibility and should be investigated

The Responsibilities of Staff

Our staff will:

- Foster in our pupils self-esteem, self-respect and respect for others;
- Demonstrate by example the high standards of personal and social behaviour we expect of our pupils;
- Discuss bullying with all classes, so that every pupil learns about the damage it causes both to the child who is bullied and to the bully and the importance of telling a member of staff about bullying when it happens;
- Be alert to signs of distress and other possible indications of bullying;

- Listen to children who have been bullied, take what they say seriously and act to support and protect them;
- Follow up any complaint by a parent about bullying, and report back promptly and fully on the action which has been taken (five school days);
- Deal with observed instances of bullying promptly and effectively, in accordance with agreed procedures.

The Responsibilities of Pupils

We expect our pupils to

- Refrain from becoming involved in any kind of bullying, even at the risk of incurring temporary unpopularity;
- Intervene to protect the pupil who is being bullied, unless it is unsafe to do so;
- Report to a member of staff any witnessed or suspected instances of bullying, to dispel any climate of secrecy and to help prevent further instances.

Anyone who becomes the target of bullying should:

- Not suffer in silence, but have the courage to speak out, to put an end to their own suffering and that of other potential targets.

The Responsibilities of Parents

We ask our parents to support their children and the school by:

- Watching for signs of distress or unusual behaviour in their children, which might be evidence of bullying;
- Advising their children to report any bullying to their class teacher/ other staff member, and explain the implications of allowing the bullying to continue unchecked, for themselves and for other pupils;
- Advising their children not to retaliate violently to any forms of bullying;
- Being sympathetic and supportive towards their children, and reassuring them that appropriate action will be taken;
- Keep a written record of any reported instances of bullying;
- Informing the school of any suspected incidents of bullying, even if their child is not involved;
- Co-operating with the school-if their children are accused of bullying, trying to ascertain the truth and point out the implications of bullying, both for the children who are being bullied and for the bullies themselves.

The Responsibilities of All

Everyone should

- Work together to combat and, hopefully in time, to eradicate bullying.

Procedures

1. Report bullying incidents to staff
2. In cases of serious bullying, the incidents will be recorded by staff
3. In serious cases parents should be informed and will be asked to come in to a meeting to discuss the issue
4. If necessary and appropriate, police will be consulted
5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
6. An attempt will be made to help the bully (bullies) change their behaviour

Outcomes

- 1) The bully (bullies) may be asked to genuinely apologise. Other sanctions may take place in line with the school's Positive Behaviour Policy, and a plan will be put in place.
- 2) If the situation does not improve, the EWO of the EA Western Region will be informed and a meeting organised with parents, Principal and EWO. In serious cases, suspension or even exclusion will be considered, as per EA regulations.
- 3) If possible, the pupils will be reconciled.
- 4) After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Initiatives to support the Anti-Bullying Policy (Prevention)

The school is committed to delivering an anti-bullying preventative curriculum across a range of subjects which raises awareness, challenges unacceptable behaviour and stereotypes and proactively celebrates diversity and inclusion.

The ethos of the school emphasises that the school community is one family. We care for and look out for each other. Older children, in particular, are expected to take care of younger children and set a good example for them. The school ideals are enshrined in the 'Golden Rules', and these act as the basis for our messages in assemblies.

In the playground, the Playground Pals (P7 pupils) help to mediate if problems arise and a friendship bench promotes talking about friendship issues. The school aims to create a secure environment for the children and build trust between staff and pupils.

Detection of bullying is dependent upon the awareness of teaching and non-teaching staff of pupil behaviour in all areas of the school. Early intervention is vital to help reduce any tendencies there may be with bullying.

We will use a variety of methods for helping children to prevent bullying. As and when appropriate, these may include:

- Developing a set of school rules on anti-bullying
- Signing a behaviour contract (anti-bullying pledge card)
- Writing stories or poems or drawing pictures about bullying
- Reading stories about bullying or having them read to a class or assembly
- Making up role-plays
- Having discussions about bullying, its effects, consequences and why it matters
- Focussing on lessons during 'Anti-bullying week', highlighting roles of people involved and reasons for the incidents/ involvement.
- Using published resources that deal with the issue of bullying

- Circle Time
- Parental guidance leaflet
- Anti-bullying posters displayed around the school
- Playground Friends
- Zoned playground areas with activities/ resources/ games
- School 'Golden Rules'
- Use of anti-bullying questionnaires
- Assemblies

HELP ORGANISATIONS:

Advisory Centre for Education (ACE)	020 7354 8321
Children's Legal Centre	0845 345 4345
KIDSCAPE Parents Helpline (Mon-Fri, 10-4)	0845 1 205 204
Parentline Plus	0808 800 2222
Youth Access	020 8772 9900
Bullying Online	www.bullying.co.uk
Northern Ireland Anti-Bullying Forum	www.niabf.org.uk
Beat Bullying	www.beatbullying.co.uk

Monitoring and review of this policy

The policy will be monitored and reviewed in April 2021 to take account of any legal or social/ environmental changes, unless changes are needed in which case it will be reviewed immediately. The Anti-Bullying leaflet will be given to each pupil every 2 years