



Carter's Charity Primary School

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Anti-Bullying Policy

Bullying can be described as being 'a deliberate act done to cause distress solely in order to give a feeling of power, status or other gratification to the bully. It can range from ostracising, name-calling, teasing, threats and extortion, through to physical assault on persons and/or their property. It can be an unresolved single frightening incident which casts a shadow over a child's life, or a series of such incidents.'

Bullying can occur through several types of anti-social behaviour. It can be:

- ❖ Physical:
 - A child can be physically punched, kicked, hit, spat at, or injured in any other physical way.
- ❖ Verbal:
 - This can take the form of name calling. It may be directed towards gender, ethnic origin, physical/social disability, personality, etc.
- ❖ Emotional:
 - A child can be bullied simply by being excluded from discussions/activities.
- ❖ Damage to Property or Theft:
 - Pupils may have their property damaged or stolen. Physical threats may be used by the bully in order that the pupil hand over property to them.
- ❖ Cyber-bullying:
 - Through email, texting or social networking sites. Cyber-bullying is extremely dangerous as victims are often targeted when they are at their most vulnerable or alone at home. Peer pressure to become involved in social networking/texting makes the victims of bullying increasingly at risk.

All pupils at Carter's Charity Primary School have the right to learn in a supportive, caring and safe environment without the fear of being bullied. Staff, parents and children work together to create a happy, caring, learning environment. Bullying, either verbal, physical, or indirect will not be tolerated. It is a whole-school responsibility to aim to prevent occurrences of bullying and to deal with any incidents quickly and effectively.

Aims

We aim to provide a vibrant, happy school where children feel valued, cared for, safe and secure.

We achieve this through:

- Actively promoting anti-bullying messages through our positive, values-based approach to behaviour management and PSHE curriculums.
- Regular assemblies and a theme week to promote good behaviour, positive relationships and anti-bullying.
- Clear systems for tackling incidents of bullying.
- Positive behaviour management policy and procedures.
- School council members taking an active role in the monitoring and evaluation of bullying in the school.
- A nurturing approach to behaviour management through which children have opportunities to discuss their feelings and emotions and are provided with the support to deal with difficult situations in a restorative justice approach.

When bullying occurs

Bullying can be brought to the attention of staff either by the victim(s), their friend(s), their parent(s) or other interested people.

School informs all the children of support agencies e.g. bullyfreezone, Childline through posters and flyers around school. Parents to be informed of whole community concerns e.g. issues around cyberbullying through ParentMail and newsletter systems.

The rapid development of, and widespread access to, technology has provided a new medium for 'virtual' bullying, which can occur in or outside school. Cyber-bullying is a different form of bullying and can happen at all times of the day, with a potentially bigger audience, and more accessories as people forward on content at a click.

Children should not usually have mobile phones, or other electronic devices of their own, in school. Any mobiles should be taken to the office for the day and collected at hometime. If a device has been seized and the member of staff has reasonable grounds to suspect that it contains offensive material, they should inform the Designated Safeguarding Lead and must give the device to the police as soon as it is reasonably practicable. Material on the device that is suspected to be evidence relevant to an offence should not be deleted prior to giving the device to the police. If a staff member finds material that they do not suspect contains evidence in relation to an offence, they can decide whether it is appropriate to delete or retain the material as evidence of a breach of school discipline.

Strategies for dealing with bullying

The following is a list of actions available to staff depending on the particular context of the situation. The emphasis is always on a caring, listening approach to all pupils:

Discussions at length with the child. Records to be kept of all conversations regarding allegations of bullying.

Action will be taken to support the victim throughout the process. This will take into account the context and will be personalised to meet the needs of the individual.

- Identify the bully/bullies. Obtain witnesses if possible. Advise the Headteacher
- Discussions with the alleged bully. Provide them with the details and encourage honesty about the situation/incident. Make it clear that bullying is not acceptable at Carter's Charity Primary School.
- If a child admits to bullying behaviours, then follow the procedure outlined below and in the Behaviour for Learning Policy.
- Separate discussions with parents of bully and victim.
- Sanctions for the bully may include withdrawal from relevant activities, loss of playtimes where bullying incidents have occurred on the playground, withdrawal from play during lunchtimes, fixed term exclusion from school, depending on the perceived severity of the incident(s)
- There will be continued monitoring of the situation to ensure there is no repetition.
- When sanctions have been completed and as the behaviour of the bully hopefully improves, activities which have been restricted can be reinstated, and the agreed positive approach to behaviour management should be implemented to encourage good behaviour.
- All incidents of bullying are to be recorded in the behaviour file.

In order to allow for early identification of bullying and the identities of bullies, at Carter's Charity Primary School we have agreed to carry out the following strategies:

- All staff watch for early signs of distress in pupils.
- All staff listen, believe, act.
- All staff report cases of bullying (actual or suspected) to the Headteacher.
- Anti-bullying messages are communicated regularly during assemblies, class 'Circle Times', Relax Kids group sessions and PSHE activities.

Bullying outside school

Head teachers have the legal power to make sure pupils behave outside of school premises (state schools only).

This includes bullying that happens anywhere off the school premises, for example on public transport or in a town centre.

School staff can also choose to report bullying to the police or local council.

Role Of Parents

Parents have an important part to play in our anti-bullying policy. We ask parents to:

Look out for unusual behaviour in your children – for example, they may suddenly not wish to attend school, feel ill regularly, or not complete work to their usual standard.

- Always take an active role in your child's education. Enquire how their day has gone, who they have spent their time with.
- If you feel your child may be a victim of bullying behaviour, inform school immediately. Your complaint will be taken seriously and appropriate action will follow. If you suspect that a child has bullied your child, please do not approach that child directly or involve an older child to deal with the bully. Please inform school immediately.
- It is important that you advise your child not to fight back. It can make matters worse. Tell your child that it is not their fault that they are being bullied.
- Reinforce the school's policy concerning bullying and make sure your child is not afraid to ask for help.
- If you know your child is involved in bullying, please discuss the issues with them and inform school. The matter will be dealt with appropriately

This policy will be reviewed by the governing body every three years or sooner if necessary.

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Responsible Person	Head Teacher