

Epsom Primary and Nursery School

ANTI BULLYING POLICY

Date of issue: Autumn 2018	Owner: Behaviour, Safeguarding & Attendance Lead
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Signed..... Date.....	

Definition

Bullying is behaviour that is intended to hurt, threaten or frighten someone else. It damages individual children.

Employer's duties

- Employers are responsible under the Health and Safety at Work, etc Act 1974 for the health and safety of non-employees, such as pupils, who are at the workplace. They are required to do all that is reasonably practicable to protect their health and safety.
- Employers also have a common law duty of care to pupils in school. They are required to take reasonable care.
- The statutory and common law duties are discharged if reasonable precautions are taken to prevent bullying in schools and there are procedures in place to record any incidents that do take place and procedures to take appropriate action to stop further incidents.
- Employers should give employees who are responsible for implementing a school's anti-bullying procedures whatever information and training is necessary.

Employee's duties

- Employees must take care for the reasonable care for the health and safety of others at work.
- Employees must co-operate with the employer in health and safety matters.

What is bullying?

Bullying is deliberately hurtful behaviour repeated over a period of time. Ofsted defines bullying as aggressive or insulting behaviour by an individual or group, **often repeated over a period of time** that intentionally hurts or harms. It is difficult for victims to defend themselves against it.

Bullying can include

- Name calling
- Malicious gossip
- Teasing
- Intimidation

- Ostracising
- Theft
- Damaging someone's property
- Violence and assault
- Jostling, pinching and kicking
- Extortion
- Cyber bullying (refer to the E-Safety policy)

Symptoms of bullying

Early signs that a child is being bullied could be:

- The child becoming withdrawn
- A deterioration in the child's work
- Erratic attendance or spurious illness
- Persistently arriving late at school
- General unhappiness or anxiety
- The child wanting to remain with adults
- Sudden outbursts not in common with the child's normal behaviour

Physical symptoms could include headaches, stomach aches, fainting, fits, vomiting or hyperventilation. Victims can become depressed and this can continue into their adult lives. They can want to take their own lives.

Behaviour Policy

The Behaviour Policy outlines clearly;

- What is acceptable behaviour
- What is considered inappropriate behaviour
- A system of rewards for good behaviour
- The range of disciplinary sanctions

Curricular approaches to bullying

In dealing with bullying we aim to:

- Raise awareness about bullying and the school's anti-bullying policy
- Increase understanding for victims
- Teach pupils about their relationships with others through the curriculum

Strategies to combat bullying

We aim to include the following in our teaching:

- Anti-Bullying days – to raise awareness of bullying and to enable children to protect themselves against such behaviours
- Mindfulness Week – teaching children to be resilient and manage their feelings in a way that will not cause harm to others.
- Buddies
- Circle of friends
- Support groups
- Mediation by adults
- Mediation by peers
- Self-esteem and confidence

- Social Skills groups
- NSPCC assemblies
- NSPCC Workshops for years 5 and 6
- Assemblies on Anti-Bullying and staying safe online
- Emotional Learning Assistants (ELAs)

Anti-Bullying in the Curriculum

The PSHE curriculum covers the teaching of Anti-Bullying and strategies for preventing it in both years in our rolling PSHE programme.

Year A:

‘Say No!’ - How to stand up for yourself

‘Dear diary’ – Anti-Bullying including how to manage cyber bullying

-How to keep safe, including in the community

Year B:

‘Be Friendly, be wise’. – Anti-bullying and conflict resolution strategies.inc. cyber bullying

-‘Daring to be different’ and ‘People around us’

– Respecting and celebrating our differences.

Bespoke PHSE lessons are tailored to meet the needs of any issues arising

Peer Mediators

Our Peer Mediators are trained to recognise bullying and what to do if they feel a child is being bullied. The Peer mediators work with our lunchtime staff to help children to resolve smaller friendship issues

Support Groups and Mediation by adults

Staff advocates

Members of staff can help establish ground rules between pupils who are being bullied and the pupils who are doing the bullying to help them co-exist in school.

Emotional Literacy Support Assistants support any children who have suffered emotional trauma

Self Esteem and Self Confidence groups

From time to time, we will involve the ELAs with self-esteem and self-confidence groups. This can cover:

- Making assertive statements
- Resisting manipulation and threats
- Dealing with name calling
- Staying calm in difficult situations
- Escaping safely from physical restraint
- Getting help from onlookers
- Boosting self esteem
- Helping in social situations

Formal Action

If pupils do not respond to preventative strategies to combat bullying, we will take formal action to stop bullying behaviour. These sanctions are in line with the school’s discipline policy.

Outlined in the Behaviour Policy sanctions will include:

- Removal from the group
- Withdrawal of break or lunchtime privileges
- Behaviour Steps
- Lunchtime Detention
- Banning the pupil from a school trip or sports event if these are not an essential part of the curriculum
- Parental Involvement
- Internal exclusion
- Fixed period exclusion

In the case of provable, persistent and violent bullying we will normally seek to permanently exclude the bully.

Dealing with bullying incidents

In dealing with bullying incidents, we will observe five key points.

- We will not ignore bullying.
- Staff should not make premature assumptions.
- All accounts of the incidents should be listened to fairly.
- We will make every effort to adopt a problem-solving approach which encourages pupils to find solutions rather than simply justify themselves.
- We will follow up to check bullying has not resumed.
- Where bullying is reported as happening outside school it will be acted on.

Records

The school will keep records of all incidents and the school's response – these will be logged and maintained by the school office. Any incidents will then be reported termly to governors.

Advice to bullied pupils

We will tell our children not to suffer in silence. This will be reinforced through general day-to-day teaching and specifically PSHE ethos. Each classroom will have a communication box which can be used should the child not feel confident enough to share this verbally.

During a bullying incident, pupils will be advised to:

- Try to stay calm and look as confident as they can
- Be firm and clear and look the bully in the eye and tell them to stop
- Get away from the situation as quickly as they can
- Tell an adult what has happened straight away

After they have been bullied, pupils should:

- Tell a teacher or other adult at school
- Tell their family
- Take a friend with them if they are scared to tell an adult by themselves
- Not blame themselves for what has happened

When they talk to an adult about the bullying, pupils should be clear about:

- What has happened to them
- How often it has happened
- Who was involved
- Where it happened
- Who saw what happened
- What they have done about it already

The role of parents

All staff, pupils and parents should be aware that bullying exists and share a commitment to combat it and to make the school a happier place for everyone.

When, after discussion, we confirm a child has been bullying we will contact the parents to discuss the issues. We will ask parents to:

- Talk to the child and explain that bullying is wrong and makes others unhappy
- Show the child how to join in with others without bullying
- Make an appointment to see the child's teacher or Phase Leader as soon as possible, and explain the problem and discuss how the school and the parents together can stop the bullying
- Talk to the child regularly about how things are going at school
- Give the child lots of praise and encouragement when they are being kind and considerate to others.

From this, sanctions and outline plans will be agreed.

We will follow up the bullying child's behaviour and further bullying will result in exclusion.

We will ask parents to contact the school if they suspect their child is being bullied.

Parents of a bullied child should:

- Talk to the child calmly about it and reassure the child that telling them about it was the right thing to do
- Make a note of what the child says
- Explain that the child should report any further incidents to a teacher or other member of staff straight away
- Make an appointment to see the child's teacher or phase leader as soon as possible

This policy will be reviewed annually. If you have any concerns regarding bullying, please make an appointment through the school office.