



SEABURN DENE PRIMARY SCHOOL

POLICY FOR ANTI-BULLYING...

”we always try to be that little bit better.”

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Date of next review: *January 2024 or sooner if appropriate.*

Our school does not tolerate bullying. Every member of our school community has the right to work, play and learn without fearing the behaviour of others.

To enable this to happen, we believe that all members of the school community should:

- Have high expectations for their own and others’ behaviour.
- Value and respect each other, realising that everyone is equal.
- Celebrate differences.
- Be listened to and listen to others.
- Treat everyone in a fair and consistent way.
- Be a positive role model.

This policy sets out our school’s approach to bullying. It explains what we mean by bullying, what we do when bullying is discovered, and how we can work together to ensure that it does not recur.

The policy was developed in consultation with pupils, staff and parents, and after seeking good practice from other schools and relevant organisations.

It forms part of the school’s **Behaviour and Discipline Policy**, agreed to by pupils, parents and teachers.

As well as providing parents with information, this policy provides practical advice aimed at detecting, managing and resolving problems associated with bullying.

School Ethos

The adults encountered by the children at school have an important responsibility to model high standards of behaviour, both in their dealings with the children and with each other, as their example has an important influence on the children.

As **adults** we should aim to:

- emphasise the importance of being valued as an individual within a group
- promote, through example, honesty and courtesy
- encourage relationships based on kindness, respect and understanding of the needs of others
- ensure fair treatment for all regardless of age, race, gender, ability and disability
- show appreciation of the efforts and contribution of all

What does the law say?

The Education and Inspections Act 2006

Section 89 of the Act: Provides that every school must have measures to encourage good behaviour and prevent all forms of bullying amongst pupils. These measures should be part of the school's behaviour policy which must be communicated to all pupils, school staff and parents;

Gives head teachers the ability to discipline pupils for poor behaviour that occurs even when the pupil is not on school premises or under the lawful control of school staff

The Equality Act 2010

As a school, we are required to comply with the new Equality Duty. The Act makes it unlawful for the responsible body of a school to discriminate against, harass or victimise a pupil or potential pupil in relation to admissions, the way it provides education for pupils, provision of pupil access to any benefit, facility or service, or by excluding a pupil or subjecting them to any other detriment.

WHAT IS BULLYING?

We believe that bullying is when someone intentionally and repeatedly (i.e. more than once) attempts to threaten, frighten or hurt another person.

There are many definitions of bullying, but the Anti-Bullying Alliance bases its definition on the accounts of the victims of bullying.

They consider it to be:

- deliberately hurtful (including aggression)

- repetitive or persistent
- based on an imbalance of power, leaving the victim feeling defenceless

Bullying can take many forms, but the main types are:

- **Physical:** pushing, hitting, kicking, pinching, threats, stealing
- **Verbal:** name calling, insulting, sarcasm, persistent teasing, offensive remarks, spreading rumours. · **Emotional:** tormenting, ridicule, humiliation, exclusion from social groups.
- **Racist:** racial taunts, jokes, offensive mimicry, graffiti, gestures.
- **Sexual:** inappropriate and uninvited touching, abusive comments, innuendoes.
- **Homophobic:** this is directed towards young people who are openly gay, bisexual, are perceived as gay, or show characteristics often associated with the opposite gender.
- **Cyber:** using the internet, email, online messaging, mobile phone texting, photographs, videos or any other digital medium, to cause pain, upset and distress to another person. For more information, please see the Cyber Bullying policy for clarification of school procedures

IS THERE A TYPICAL BULLY?

Most people's image of a bully is a large child who corners and physically threatens a smaller child for money or sweets. This kind of bullying is difficult to hide in a primary school, and is quite rare.

Most bullying incidents involve children with some sort of superiority over another. They might be physically larger or part of a gang, but sometimes they may be popular or quick tongued, able to make people laugh at others' expense. Some bullying incidents are due to children "helping their friends" against another child, not realising that this makes them a gang.

Some bullying is caused by children who like to be in charge, but some is caused by children who want to show off to others. Some children bully because that is what they live with at home, but others might bully because they are used to getting their own way. So it is difficult to pick a particular type of child out as a potential bully.

However, one thing that all those who bully others have in common is that they cause great distress to their targets. They need to realise that fact and know that any incident of bullying will be treated seriously.

BULLYING – POSSIBLE SIGNS

The behaviour of children, young people and adults is not always easily understood. Changes in behaviour may have many causes. Being bullied can be one reason why a child or young person's behaviour changes.

There is a need to be alert to the possibility that bullying is occurring. These are some signs which need to be investigated sensitively:-

The child or young person may:

- Become withdrawn, clingy, moody, aggressive, uncooperative or non-communicative.
- Behave in immature ways, e.g. revert to thumb sucking or tantrums. · Have sleep or appetite problems.
- Have more difficulty concentrating.
- Show variation in performance.
- Have cuts, bruises or aches and pains without adequate explanation.
- Request extra money or start stealing.
- Have clothes or possessions which are damaged or lost.
- Complaining of illness more frequently.
- Show a marked change in a well-established pattern of behaviour, i.e.:
 - *A sudden loss of interest in a previously favoured activity
 - *Changing times of coming to and going from the house
 - *A reluctance to (or no longer wishing to) leave the home
 - *A request to change school, youth club etc.
 - *A refusal to return to a place or activity.

SOME VICTIMS OF BULLYING DO NOT APPEAR TO REVEAL ANY OUTWARD SIGNS. THESE SIGNS CAN ALSO BE AN INDICATION OF OTHER PROBLEMS AND MAY NOT ALWAYS BE LINKED TO BULLYING.

DEVELOPING A TELLING SCHOOL

Bullying of any kind is unacceptable at our school. We are a TELLING school. This means that anyone who knows that bullying is happening is expected to tell an adult they trust. Some children may find it difficult to report bullying. There remains, amongst many, the notion that 'telling' is wrong. Children who are being bullied may fear that any action taken may even lead to the problem intensifying. Others may feel embarrassed or ashamed about being bullied. The school employs several strategies to enable bullying to be uncovered, including *regular consultation with pupils*:

- Clear and consistent rewards and sanctions

- Parental consultations
- School Council and Anti-Bullying Team meetings
- Anti-Bullying Week
- Circle-time activities, including KIDSAFE curriculum
- PSHE sessions
- Pastoral support
- Review the School Policy and its degree of success

WHAT CHILDREN CAN DO

- Tell an adult that you trust – a teacher or family member
- Stay calm – these problems can be sorted out
- Tell a friend
- Try to think of anyone who saw the bullying – it is very handy to have a witness
- Tell the person that you don't like what they are doing
- Write concerns and put in 'Worry Box'
- Phone ChildLine (0800 1111)
- For incidents outside of school, phone the non-emergency police number (101)

To think about....

- It is tempting to hit out at someone who is bullying, but think – if you do hit out you are breaking school rules, it will be much harder to stop the bullying, and it might give the bully just the excuse he or she needs to carry on.
- When you tell a teacher the bullying may stop quickly, but can then start again. Don't give up! Tell a teacher immediately so that the bully knows that they really aren't going to get away with it.
- Remember that bullying is more than just normal arguments.

HOW PARENTS CAN HELP

If you feel that your child is being bullied please inform the school. It is very stressful to think that your child is unhappy, but please stay calm – nobody wants bullying to happen, and it can be tackled effectively by working together.

Please encourage your child to tell a teacher if there is any further incident. It is very common for bullying to start up again until the bully realises that it will be picked up straight away.

Don't be offended when the school tries to get to the bottom of an incident. All complaints of bullying are logged and acted upon, but all pupils have a right to be heard.

However angry you feel about a pupil at the school, please do not confront another child. It puts you at risk of legal action, and makes it almost impossible to gain the co-operation of parents.

All schools have to act against violence, so please avoid encouraging your child to hit another. We all want to target bullying, but in school and in adult life anyone who hits another will face sanctions. Bullying is much more easily stopped when there is a clear target and perpetrator.

IF YOUR CHILD IS BULLYING

- Remain calm. Being involved in a bullying incident does not make your child a bully.
- Talk with the school to discuss how a recurrence can be avoided.
- Talk with your child. Find out how they feel. Help her / him to recognise what has happened and how it has made someone feel.
- Keep in touch with the school to monitor your child's progress, and let your child know you are doing this.
- If your child is involved in further incidents of bullying the school may wish to seek help from behaviour support specialists. Please support this measure and help the school monitor progress.

ACTION TO BE TAKEN WHEN BULLYING IS SUSPECTED

We will treat bullying as a serious offence and take every possible action to eradicate it from our school.

Parents or pupils can report any concerns, initially to the child's class teacher.

If bullying is suspected, we talk to the suspected victim, the suspected bully and any witnesses. If any degree of bullying is identified, the following action will be taken:

Help, support and counselling will be given as is appropriate to both the victims and the bullies:

We support the victims in the following ways:

- By offering them an immediate opportunity to talk about the experience with any member of staff or member of the anti-bullying team
- Informing the victims' parents/guardians.

- By offering continuing support when they feel they need it.
- Arranging for them to be escorted to and from the school premises.

We also discipline, yet try to help the bullies, in the following ways:

- By talking about what happened, to discover why they became involved.
- Informing the bullies' parents/guardians.
- By continuing to work with the bullies in order to get rid of prejudiced attitudes as far as possible.

Disciplinary Steps

- 1a. They will be warned officially to stop offending.
- 1b. Informing the bullies' parents/guardians.
- 1c. Individual tracking for a period no longer than three weeks.
2. A behavioural support plan will be put in place in consultation with the pupil, parents and appropriate school staff. They may be suspended from the School premises at lunchtimes and/or be kept in, supervised, over break (internal suspension.)
3. We may arrange for them to be escorted to and from the school premises.
4. If they do not stop bullying they may be suspended for a minor fixed period.
5. If they then carry on they will be recommended for suspension for a major fixed period or an indefinite period.
6. If they will not end such behaviour, they will be recommended for permanent exclusion (expulsion).

After the incident/incidents have been investigated and dealt with, each case will be monitored by the Deputy Head Teacher to ensure bullying does not take place again. Serious concerns will be recorded on CPOMS. If possible, the children will be reconciled using restorative practice.

Monitoring and Review

This policy is monitored on a day-to-day basis by the head teacher, who reports to governors about the effectiveness of the policy on request. This Anti-Bullying Policy is the governors' responsibility and they review its effectiveness annually. The Chair of Governors does this through discussion with the head teacher.

Outside Agencies

Our staff have a wealth of experience so most problems can be resolved without recourse to specialist help. However, on certain occasions, help may need to be sought from outside agencies. The Single Equality Scheme and Plan, and the Behaviour and Discipline Policy.

Parents who are not satisfied with the action taken by the school should:

1. Discuss their concerns with the Head Teacher or member of the SMT
2. If still not satisfied parents can write, detailing their concern to The Chair of Governors, c/o Seaburn Dene Primary School, Torver Crescent, SR6 8LG

Inclusion Statement

At Seaburn Dene Primary School, we are committed to offering an inclusive curriculum to ensure the best possible progress for all of our pupils whatever their needs or abilities.

Pupils have Special Educational Needs if they have a learning difficulty which calls for special educational provision to be made for them. Pupils with a disability have special educational needs if they have any difficulty in accessing education and if they need any special educational provision to be made for them, which is anything that is additional to or different from what is normally available in schools in the area.

At Seaburn Dene Primary School we undertake the duties, including in relation to this policy: • Not to treat disabled pupils less favourably for a reason which relates to their disability • To take reasonable steps to avoid putting disabled pupils at a substantial disadvantage • To do our best by all disabled members of our school community in relation to the requirements of this particular policy

Equality & Diversity Statement

Seaburn Dene Primary School fully recognises its duty to comply with equality and diversity legislation, and its Gender Equality Scheme sets out the school's aims in relation to equality and what it will do to ensure that equality is fully embedded in practice. The school fully acknowledges its responsibilities in terms of equality issues in relation to gender, age, race, disability, religion or belief, sexual orientation and gender reassignment, including in relation to **this policy**. Seaburn Dene Primary School is firmly committed to equality and diversity, and when carrying out our functions, we shall have due regard to the need: to eliminate unlawful discrimination and harassment; to promote equality of opportunity between men and women. This Policy should be read in conjunction with the School's: SEND Policy Equality Policy Behaviour and Discipline Policy Anti-Cyberbullying Policy