

Purbrook



Infant School

Anti-Bullying Policy

Statement

This policy should be read in conjunction with the school's Behaviour Policy. The following statement is our definition of bullying which will be shared with the school community.

We define a bully as an individual or group of persons, who, through physical, verbal or psychological intimidation, causes physical, mental or emotional distress to another individual or group over a period of time. Bullying at school is not tolerated in any shape or form and any perpetrators are dealt with firmly and the likely results of their activities made clear to them.

In defining bullying in this way we are deliberately putting bullying into a different arena from the acknowledged 'everyday' social jostling that will take place in a healthy school environment where children are learning how to live alongside each other in a social group. Recognising when behaviour moves outside this and setting out procedures which will always be managed sensitively and with due regard to the individuals involved.

Aims

- To create a safe and happy environment where everyone feels confident in talking about and sharing their worries, knowing they will be listened to, supported and given help
- To recognise as a community that bullying is unacceptable in any form
- To ensure that bullying is recognised and dealt with swiftly
- To work in close partnership with parents to ensure that appropriate and acceptable intervention strategies are communicated and used consistently

Implementation

Our whole school ethos is set within high expectations of the individual in terms of their behaviour in all situations and we seek at all times for children and adults alike to show respect for themselves and for others.

There are a variety of ways that children are made overtly made aware of our expectations across the curriculum:

- Class rules
- PSHE sessions
- Circle times
- RE lessons
- Collective Worship (whole school assemblies)
- Steps to good manners
- Golden Rules
- DARE values
- ICT lessons on online safety

Anti-bullying guidelines

- If there is a specific issue relating to one class, extra class circle times may be held to discuss feelings and to formulate a group approach to a problem that it faces
- At all times children will be encouraged to tell an adult if they feel that they are being mistreated, feel aggrieved or witness such a situation happening to another child
- Parents will be involved early on if a case of bullying is suspected
- Complaints of bullying will always be passed to the headteacher. The headteacher will ensure appropriate action to deal with the problem is put in place and clearly communicated to all concerned including appropriate staff and parents.
- Any incidents of bullying are dealt with as a potentially ongoing issues. Procedures for monitoring will be put in place to ensure effectiveness of the plan and eradication of unacceptable behaviour(s).

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 they should investigate if a child;

- is unwilling to go to school
- changes their usual routine
- becomes withdrawn, anxious, or lacking in confidence
- starts stammering
- cries themselves to sleep at night or has nightmares
- starts wetting the bed or wetting themselves at school
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or 'go missing'
- has unexplained cuts or bruises
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what is wrong
- gives an improbable excuse for any of the above
- is afraid to use the internet or mobile/smart phone
- is nervous and jumpy when a cyber-message is received

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

Procedure

For parents who wish to contact the school regarding issues of bullying there is a clear chain of command:

Class Teacher –Year Leader –Headteacher.

This action plan has been reviewed, amended and agreed by staff and governors (with parent representation).

How this looks for our children:

1. Children are encouraged in the first instance to tell the bully/bullies to stop and, if they will listen, to explain why.
2. If this doesn't stop the bully/bullies, tell your teacher that you think you are being bullied or tell an adult at home so they can tell the teacher. Take a friend with you when you tell the teacher if you are worried.
3. Explain exactly what has happened and talk with the teacher to see if it is bullying or one off bad behaviour. (see check list – Appendix 1). Teachers have the list and it should be accessible to all in class.
4. Teacher to check both sides of the story.
5. Record incidences in a log saying if it is bad behaviour or bullying. This will help to keep track of repeated incidences.
6. Bad behaviour to be addressed according to the school policy. If the teacher agrees that it is bullying the following steps must be taken.
 - Parents should be informed of the event and how the school plans to deal with the situation and receive follow-up information.
 - The teacher should talk to the bully/bullies either with or without the person that's being bullied depending on that person's/parents' wishes.
 - The Head teacher should be informed.
 - A suitable and appropriate action plan should be put in place. This may include missing break, meetings with the head teacher, support sessions with the ELSA, exclusion (internal or formal).
 - The teacher must 'check in' with the person who has been bullied every day for the following week, then once a week for 2 weeks to make sure they are ok
 - the child must tell their teacher / an adult at home straight away if bullying behaviours start again.
7. There should be separate extra sessions to help the bully/bullies change their behaviour and the person who has been bullied to build their confidence.³

How this looks to adults who care for our children;

1. Children should be encouraged to report all incidents of bullying to a member of staff.
2. All incidents of bullying should be investigated and records kept by the class teacher. Serious or persistent incidents of bullying should be referred to the Head Teacher at their discretion. If either of the children are in a vulnerable group, the relevant leader should be informed so that they can lend support.
3. Parents may be informed when appropriate and may be asked to attend a meeting to discuss the matter.
4. Members of the Special Needs Staff may become involved in the problem.
5. Each case will be treated separately and the appropriate action or sanction will be applied.
6. The bully/bullies will need to understand his/her wrongdoings and be helped to appreciate any distress caused. He/she should apologise and attempt to reconcile the problem. The concept of empathy with another child's feelings is an important issue.
7. In serious or persistent cases, where corrective action and special needs involvement does not change the pattern of behaviour, a formal warning will be issued to the child and his/her parents. Any continued acts of bullying may result in exclusion at the discretion of the Head Teacher and Chair of Governors.

Prevention

Purbrook Infant School acknowledges that prevention is better than intervention. The ethos within the school is of vital importance here. The school rules, the fostering of mutual respect and our commitment to personal and social education will contribute to this aim. We teach direct and preventative lessons regarding bullying through our PSHCE sessions and also build on this learning through regular assemblies. In addition to this, our ongoing PSHCE sessions help to prevent bullying of vulnerable groups by building understanding and empathy. This document forms part of a larger policy on behaviour in general. Children, staff and parents need to understand the reasons for these policies and need to work together to achieve a happy and secure school for everyone.

EAL Learners

The school recognises that intersectional factors might disproportionately impact EAL children/families, increasing their susceptibility to bullying behaviours eg

- Belonging to an ethnic minority group
- Being a refugee or asylum seeker
- Being a member of a faith community, especially one in which clothing is worn that identifies people as members of that faith community
- Having linguistic characteristics that may be perceived by others to be different from "the norm"
- Living in families that are perceived to be different from "the norm"
- Being isolated (may apply to pupils newly arrived from overseas)
- Transferring schools in-year or spending long periods of time overseas.

E-Safety (see the Online Safeguarding and AU Policy)

Cyber-Bullying occurs away from the school premises and can be a criminal offence. However, we are committed to the wellbeing of our children and will support parents as much as we are able to regarding Cyber-Bullying. We take precautions in school to limit opportunities for Cyberbullying and actively embark on preventative lessons. Practical advice for tackling Cyber, working in partnership with Online safety uk; offering workshops for staff, parents and children. In accordance with our Mobile Phone Policy, children are not permitted to have mobile phones in school.

There are specific direct and preventative lessons regarding Online Safeguarding that are taught throughout each year group as part of the computing and Personal Development schemes of work. In addition to the guidance provided in this document Appendix 3 provides teachers and parents with further advice and support. It is essential that we have the support of everyone connected with Purbrook Infant School over aspects of behaviour.

Useful Telephone Numbers

Advisory Centre for Education (ACE) **0808 800 5793**

Coram Children's Legal Centre **020 7520 0300**

KIDSCAPE Parents Helpline **020 7823 5430**

Family Lives **0808 800 2222**

Youth Access **020 8772 9900**

Useful Websites

Bullying Online www.bullying.co.uk

Kidscape www.kidscape.org.uk

Anti-Bullying Alliance www.antibullyingalliance.org.uk

Anti-Bullying in Hampshire http://www3.hants.gov.uk//childrens_services/childrenandyoungpeople/bullying.htm

Appendix 1: (see also the Acceptable Use of ICT and E-Safety Policy)

Cyber-Bullying

Advice what is cyber-bullying? Cyber-bullying usually happens through calls or texts on mobile phones as well as through internet chat rooms and emails. Bullying of this sort can be a criminal offence. Making offensive calls is a criminal offence. If an individual is found guilty a large fine may have to be paid. It is also possible to receive a six-month prison sentence.

The advice to a young person being bullied through mobile phones or the internet is don't be afraid to report it to the police. The police take Internet and mobile phone bullying very seriously. There is no need to be repeatedly upset by unpleasant pictures or messages. Let the law help you put a stop to it.

Mobile Phone Bullying

Mobile phones offer bullies a number of ways to frighten, embarrass, upset and intimidate others. This can be done through the following:

Abusive text messages: Text messages that upset, embarrass, humiliate, intimidate or frighten others in some way are abusive and are unacceptable. Sometimes, phones where the phone number will not be recognized are used to ensure that the person at the other end answers and sees the message.

Frightening phone calls: Calls which frighten others may include silence (causing confusion and worry), verbal abuse, threats of physical violence, and intimidation. Sometimes, phones, where the phone number will not be recognized, are used to ensure that the person at the other end answers and hears the message.

Picture messages: ones are intended to in any way upset, embarrass or humiliate are unacceptable. Sometimes there are photos that an individual did not know had been taken or they may be photos that an individual may not wish to share because they are upsetting or embarrassing. Individuals should understand that videos can be taken on mobile phones and very quickly distributed to the Internet. Pictures that were taken in the afternoon can be on the Internet before someone gets home from school.

Internet Bullying: Individuals can be bullied via the Internet and social network sites. Text and pictures can be used to humiliate, frighten, intimidate, or in some way upset others. In serious cases the police are able to trace where distressing messages and pictures came from. It is possible to discover which computer was used. Any one indulging in cyber bullying should be aware that it is ultimately traceable.

Advice on stopping cyber bullying

The best way to stop any form of cyber bullying either via the Internet or mobile phone is to change your e-mail address and phone number and to stop looking on social network sites. It doesn't have to be for ever, a couple of weeks is fine. Bullying is like a monster that feeds on responses and others distress; don't feed the monster by responding. While this is probably inconvenient, it is a very quick way to stop receiving unpleasant messages, photographs and texts. Once you have a new number, be very careful who you give it to. Make a note of who you pass your number to. It is also important to let an adult know that this is happening and how it is being dealt with. Do not delete abusive texts, messages and pictures. Put them into a separate folder, do not look at them, they are evidence for others to look at and see what you've been suffering. The police, your Internet provider or Mobile Phone Company may need your evidence if they investigate. Report the bullying to the internet provider or the mobile phone company you are with. Even where numbers are withheld mobile phone companies may be able to trace the account of the person calling or texting. Mobile phone companies and internet providers all deal with bullying differently, so contact the customer helpline to find out whom to speak to. Social networking sites have buttons that enable blocking of messages from certain people and places. Most social networking sites have buttons to link to an area to report abuse. Use those opportunities. **There is no need to suffer in silence.**



Is It Bullying?



When someone **says** or **does** something **unintentionally** hurtful and they do it **once...**

THAT'S AN ACCIDENT – NOT MEAN

What can you do?

- Tell them how this makes you feel and why
- If they say sorry, choose whether to move on
- Walk away from them if they do not say sorry
- Report it to a teacher or an adult if you need to

When someone **says** or **does** something **intentionally** hurtful and they do it **once...**

THAT'S MEAN – NOT BULLYING

What can you do?

- Tell them how the makes you feel and why
- Move away from them
- Report it to a teacher or an adult straight away – take a friend with you if that helps you

When someone **says** or **does** something **intentionally** hurtful and they **keep doing it...**

THAT'S BULLYING!

What can you do?

- Ask them to stop
- Report it to a teacher or an adult straight away – take a friend with you if that helps you
- If you think you are being bullied on your computer or phone keep the messages and show an adult at home
- Stay strong – you will be helped

REMIND TO BE KIND

