

Easington CE Primary Academy

Anti-bullying policy

This policy has been produced following consultation with stakeholders. Whilst this policy reflects the specific needs of the children, we are mindful that bullying can occur at any level in school, to anyone and at any time.

Aim

Our aim is that every child, whatever their background or their circumstances, to have the support they need to

- Be healthy
- Stay safe
- Enjoy and achieve
- Make a positive contribution
- Achieve economic well-being

Bullying prevents this because it can make a person feel:

- Different from others, alone, unimportant and/or unvalued
- Physically and/or mentally hurt or distressed
- Unsafe and/or frightened
- Unable or scared to do well and achieve
- Unable to see a positive future

We work hard to ensure that everyone in our school feels included, valued and supported and where everyone is recognised as being positively different.

The "Stay safe" outcome from the Every Child Matters agenda aims for children and young people to be safe from neglect injury, bullying and crime.

Bullying is not an acceptable behaviour and we want it to STOP.

What is Bullying?

Bullying is a complex social behaviour and is difficult to define in a precise way.

Bullying, says the DfE, is deliberately hurtful behaviour that is repeated over a period of time. Others argue that it does not have to imply a series of incidents - it can be any occasion that intimidates or harasses others. In school, bullying is unlikely to be a one off action. It is important to note that even a single incident can be disturbing enough for a child to call ChildLine.

Bullying is a subjective experience and can take many forms. Anyone can instigate bullying. The nature of bullying is changing and evolving as technology develops. Our e-safety policy documents ways for young people to avoid cyber bullying.

Bullying is harmful to all those involved, not just the bullied, and can lead to self-doubt, lack of confidence, low self-esteem, depressions, self-harm and sometimes even suicide. Bullying generally fits into one of two main categories: emotional (which may be an action or verbal or written) or physical harm. This includes: name-calling, taunting, mocking, making offensive comments, kicking, hitting, pinching, pushing, taking possessions, text messaging, emailing, gossiping, excluding people from a group, spreading hurtful rumours, whispering, writing nasty notes, drawing unkind pictures.

Definitions differ and personal experiences vary but we now consider that bullying is

- ***Repetitive, wilful or persistent emotional and/or physical act***
- ***A conscious or intentional harmful act, carried out by an individual or a group***
- ***An imbalance of power, leaving the victim feeling victimised, defenceless and/or worthless***

What to do

Pupils should be taught to tell a trusted adult or friend. Once bullying is talked about and concerns shared, the bully loses power and influence. If the friend is another pupil, that pupil should tell an adult. If parents are told by their children about incidents in school, they should notify school at the earliest opportunity so that steps can be taken to deal with the situation.

Staff or volunteers in school who are the victims of bullying by other staff or parents should inform their line manager, the headteacher or the chair of the Local Governing Committee (LGC) so that appropriate action may be taken to deal with the situation. The school has a whistle blowing policy that should be provided to all new staff and copies made available to all volunteers. Allegations against staff should be reported to the headteacher and allegations against the headteacher should be reported to the chair of governors.

Issues surrounding bullying are taught in school, usually as part of the Personal, Social and Health Education (PSHE) curriculum. The school uses Social and Emotional Aspects of learning (SEAL) as its core PSHE curriculum. All stakeholders should have a common understanding of the term "bullying" as defined above.

Children may **feel** they are being bullied by adults when they are asked to do/not to do something repeatedly. They need to be aware that staff are there to keep pupils safe and secure and that any request by an adult should be followed. Any concerns that staff are being unreasonable should be shared with the class teacher or the headteacher. Children also need to be aware that some of their peers may be bossier than others. Children with a tendency to be bossy should be taken to one side and gently pointed out that there are better ways to get what they want.

Circle times, where children are encouraged to speak freely and to respect what others have to say, may be used to explore issues around bullying including the definition as what bullying actually is, safe adults to tell, feelings that they may experience and provide the opportunity for misconceptions to be corrected. Circle time should be used in class at least weekly to provide pupils with the opportunity to talk about their feelings as good PSHE practice. Positive reinforcement is given in and around school to promote golden/class rules. Positive behaviour is praised and rewarded through stickers, house points and celebration assemblies. Positive examples of behaviour are highlighted in school with phrases such as "I particularly liked the way X spoke to Y..." etc

If an issue continues, the behaviour support team may be involved to provide support both to the victim and to the instigator.

If an incident of bullying is reported

All reports of bullying are taken seriously and are investigated by speaking to both parties concerned. Other children's concerns about their friends should be taken notice of as children will have been taught that to see bullying happen and do nothing is as bad as being the bully.

Incidents reported to classroom staff will be logged in the class file, including name of victim, instigator, adult dealing with report, details of the report e.g. type of bullying, frequency, and outcome (when it is reached). Incidents reported during a playtime to a different class teacher or teaching assistant or reported during lunchtimes to a dinner lady should be notified to the class teacher as soon as possible, ideally in writing.

Concerns of staff resulting from their observations on the playground/in class etc. that bullying is taking place but has not been reported by a child, should also be noted and explored as it may be that the one being bullied is the least likely to report it.

All proven cases **MUST** be reported to the designated child protection officer (currently Mrs Verity Head of School) to be noted in incidents of bullying file. These are kept confidential and are stored securely.

Class teachers should make each party's parents aware when an incident has been reported maintaining the other party's anonymity.

An instigator's second accusation will result in parents being asked to discuss the situation with the headteacher so that a plan may be formulated between home and school. Outside help may also be sought at this point in time e.g. behaviour support, CAMHS.

It is very difficult for the academy to deal with reports of bullying that occur outside of school. However, we constantly use PSHE to discuss relationships and friendships between pupils highlighting what is and is not acceptable behaviour wherever it occurs.

Our principles and priorities

- All forms of bullying are unacceptable
- All staff will be supported to develop existing skills, gain new skills and will be supported when dealing with cases in school
- We will be proactive to reduce bullying e.g. anti-bullying pledge, curriculum
- All stakeholders should be aware of the implications of bullying
- We will listen actively to the concerns of our stakeholders
- All children and young people have the right to feel safe and secure in school and to expect protection by the adults in apposition of care and responsibility
- We will act to create a safe and secure environment

Policy and strategy links

The following policies and strategy documents relate to the issues raised in this area of work

National charities:

[ChildLine](#) 0800 111, the UK's free, 24-hour helpline for children in distress or danger. Trained volunteer counselors comfort, advise and protect children and young people who may feel they have nowhere else to turn.

[Parentline Plus](#) 0800 800 2222 is a U.K. registered charity offering support to anyone parenting a child. Their 'Be someone to tell' resources give advice for parents about bullying.

[NSPCC](#) is the UK's leading charity that aims to end cruelty to children, provides advice for young people being bullied.

The [Safer Schools Partnership](#) arose from an initiative devised by the Youth Justice Board to reduce the high level of crime and anti-social behaviour committed in and around schools in some areas - crime committed by and against children and young people.

[Young Minds](#) is a charity offering advice to children, parents and staff in school on children and young people's mental health. It produces information leaflets on bullying, self harm and depression, amongst other topics.

[Anti-Bullying Alliance](#) was established by NSPCC and NCB to bring many organisations into one network with the aim of reducing bullying and creating safe environments, in which children and young people can live, grow, play and learn. Contains advice and resources for children and young people, professionals and parents and contact details to access regional co-coordinators. Information on how you can celebrate Anti-Bullying Week is included.

[Kidscape](#) is a charity offering resources and workshops for professionals and children and young people and online advice for parents on dealing with bullying.

[Bullying U.K.](#) is an award winning website for a charity with information for pupils, including bullies, parents and schools

[The Bully Free Zone](#) is an organisation that aims to assist and promote peer support methods of reducing bullying and conflict through offering resources and project case studies as well as advice on dealing with bullying.

[CAMHS](#) - Child and adolescent mental health team. It is now possible for parents/carers to refer their children directly if they are concerned about the consequences of bullying either as a victim or the perpetrator.

Reviewed March 2020

Next review due September 2021