



Anti-Bullying Policy

Elmore Green Primary School

Elmore Green's statement regarding bullying

At Elmore Green Primary School, we implement a positive behaviour policy, which encourages attitudes of self-discipline, caring and friendliness. We work together to create a safe, supportive environment where bullying is unacceptable regardless of how it is delivered or what excuses are given to justify it. We are aware that pupils may be bullied in any school or setting, and recognise that preventing, raising awareness and consistently responding to any cases of bullying should be a priority to ensure the safety and well-being of our pupils. We recognise the detrimental effect on children who may be subject to bullying and will work actively to minimise the risks. If any parent has any concerns regarding bullying issues the following members of staff should be informed:

- Class teacher
- Parent Support Advisor (J.Lloyd)
- Deputy Headteacher - Anti-Bullying lead (R.Flood)
- Anti-Cyber Bullying (M. Alders)
- Headteacher (P. Jones)

Definition of bullying

We have defined bullying as "deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those bullied to defend themselves. It can take many forms, but the three main types are physical (e.g. hitting, kicking, theft), verbal (e.g. racist or homophobic remarks, name calling), and indirect (e.g. spreading rumours). Bullying involving the use of technology e.g. the internet or phones is also included. The damage inflicted by bullying can frequently be underestimated. It can cause considerable distress to children, to the extent that it affects their health and development or, at the extreme, causes them significant harm (including self-harm)."

Aims

We aim:

- to promote the school Behaviour Policy.
- to state clearly that "bullying is unacceptable behaviour".
- to encourage children, parents, school staff and helpers to report any incidents of bullying.
- to reassure children and parents that action will be taken if bullying is suspected.
- to deal with incidents of bullying immediately.
- to support the victim and to help the bully to modify their behaviour.
- to provide after-care should an incident of bullying occur.

Bullying Prevention

Preventing and raising awareness of bullying is an essential to keeping incidents in our school to a minimum. Through assemblies as well as PSHE lessons, pupils are given regular opportunities to discuss what bullying is, as well as incidents we would not describe as bullying, such as two friends

falling out, or a one-off argument. Pupils are taught to tell an adult in school if they are concerned that someone is being bullied.

Behaviour Policy

Our Behaviour Policy includes rewards and sanctions which are used consistently, alongside positive relationships, to prevent inappropriate behaviour, and promote positive 'green' behaviour.

Green behaviour is regularly promoted in assemblies and displayed throughout the school. Through pupils following these rules, and staff reinforcing them, bullying should be significantly reduced. Our Green Behaviours are as follows:

- Being ready to learn
- Always giving 100 % - trying your very best
- Listening carefully to whoever is talking
- Being polite and using good manners
- Respecting everyone at Elmore Green
- Caring for each other and our school
- Always following our school rules
- Working together and being helpful

Dealing with bullying

We have agreed to combat bullying by:

- Following the Behaviour Policy.
- Teaching and observing the School Rules.
- Providing the children with strategies to protect themselves i.e. "Stop it, I don't like it,"
- Moving away from the bully, asking for help.
- Using the support of outside agencies e.g. Behaviour support Service for staff training/pupil support as appropriate.
- Dealing with all bullying concerns and allegations promptly

In specific instances of bullying the following steps may be taken

The Victim

- The victim will be reassured that action is being taken and be reminded of the strategies for self-protection.
- Opportunity will be given to the child to discuss their feelings and possible future responses.
- If bullying continues the parents/carers will be informed and may be invited to school to discuss the situation.
- Staff will monitor the situation and try to give support.

The Person exhibiting bullying behaviour

- The perpetrator will be given the opportunity to discuss the problem.
- They will be encouraged to make an appropriate apology.
- They will be helped to understand why the behaviour is unacceptable.

- Strategies will be given for dealing with their feelings in a more appropriate way.
- If bullying occurs a warning will be given that parents/carers will be informed if the bullying continues.
- If bullying continues the parents/carers will be informed and may be invited to school to discuss the situation.
- Parents/Carers may be invited to meet the class teacher or Headteacher at a certain time each week to discuss progress.
- The child may lose privileges.
- The child may be excluded at dinnertime for a specific number of days.
- In rare cases it may be necessary to exclude a child from school until they can agree to behave in a safer and acceptable way. Any improvement in behaviour will be given positive re-enforcement.
- All bullying incidents must be recorded. Parents of both parties should be informed.

Responsibilities

Responsibilities for the teaching and non-teaching staff

Teachers and TA's will:

- Give time to listen to children, in a quiet place if this would be helpful. Always take seriously any complaints of bullying and keep records. (see appendix)
- Give all children regular opportunities to talk about their feelings in a safe, group situation.
- Be aware and observant of potential bullying.
- Take action immediately bullying is suspected.
- Inform the Headteacher of any bullying.
- Support other colleagues in any agreed action.
- Recognise that we as teachers sometimes need help and ask for it if necessary.
- Teachers and TA's should lead by example.

Responsibilities for Lunchtime Supervisors

Lunchtime Supervisors will:

- Give time to listen to children, always taking seriously any complaints of bullying.
- Be aware and observant at all times of potential bullying.
- Take appropriate action immediately bullying is suspected.
- Report all incidents to the Headteacher or class teacher. Positive behaviour may also be reported.
- Support other colleagues in any agreed action.
- Recognise Lunchtime Supervisors sometimes need help, and ask for it if necessary.
- Lunchtime Supervisors should lead by example.

Responsibilities for parents and carers

Parents will:

- Encourage children not to be aggressive, even in response to provocation, giving children alternative strategies.
- Try to establish the facts and keep an open mind.
- Help their child to feel able to talk to them about any fears or worries, and take seriously any talk of being bullied (they may not use the word 'bullied').
- Be aware of what is happening in their child's life and discuss any awareness or suspicion of bullying with the class teacher.
- Actively endorse and support the Anti-bullying policy.
- Support the school in any agreed action.

Responsibilities for governors

Governors will:

- Be thoroughly conversant with the Behaviour and Anti-Bullying Policies of the school.
- Ensure that everyone is aware of the policy and his/her responsibilities.
- Support staff in implementing the Anti-bullying policy
- Be active in the maintenance and review of the policy.
- In the event of a complaint being made about the school's handling of alleged bullying conduct a formal investigation into the processes and procedures carried out by the school and ascertain the appropriateness of these.

Vulnerable Groups

We recognise that some groups of pupils may be more vulnerable to bullying, including:

- Looked After Children
- Gypsy, Roma and Traveller children
- Children with Special Educational Needs or Disabilities (SEND)
- Children from ethnic minorities
- Children entitled to Free School Meals
- Children for whom English is an Additional Language

Pupils from vulnerable groups, such as pupils with SEND, can often lack the social or communication skills to report such incidents. Therefore, to support vulnerable pupils, we will ensure:

- That tolerance of others is embedded across school through PSHE lessons, assemblies and through our behaviour policy
- That staff are more vigilant with pupils from vulnerable groups and that these pupils have an accessible mechanism for reporting bullying.

This anti-bullying policy has been written in line with The Department for Education's (DfE) guidance on preventing and tackling bullying and should be read alongside this guidance, as it's not possible for a policy to include every eventuality.

Signs of Bullying

Staff should be vigilant in looking out for signs of bullying or other child protection issues including:

Physical: unexplained bruised, scratches, cuts, missing belongings, damaged clothes, or schoolwork, loss of appetite, stomach aches, headaches, bedwetting.

Emotional: losing interest in school, withdrawn, secretive, unusual shows of temper, refusal to say why unhappy, high level of anxiety, mood swings, tearfulness for no reason, lack of confidence, headaches and stomach aches, signs of depression.

Behavioural: asking to be taken to school, coming home for lunch, taking longer to get home, asks for more money, using different routes to school, 'losing' more items than usual, sudden changes in behaviour and mood, concentration difficulties, truancy.