

ESTCOTS PRIMARY SCHOOL



Anti-Bullying Policy

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The aim of this policy:

Estcots Primary School promotes positive behaviour. We endeavour to use strategies that will prevent bullying and establish good behaviour within our school (see behaviour policy). Incidents of bullying, whether racial, social, or personal can however occur and they are treated seriously and as a matter of urgency. If a pupil reports a bullying incident we aim to resolve any conflict as quickly as possible. We are committed to establishing a bully free school and endeavour to encourage parents to discuss any concerns about bullying with the class teacher.

What is bullying?

- In order to be considered bullying, the behaviour must be aggressive and include:
- An Imbalance of Power: Children who bully use their power—such as physical strength, access to embarrassing information, or popularity—to control or harm others. Power imbalances can change over time and in different situations, even if they involve the same people.
- It is deliberately hurtful behaviour.
- It is repeated often over a period of time. Bullying behaviours happen more than once or have the potential to happen more than once.
- It is difficult for those being bullied to defend themselves.

Bullying can take many forms but three main types are:

- Physical – hitting, kicking, and taking and hiding belongings.
- Verbal – name calling, insulting, racist remarks.
- Cyber – using ICT to insult or name call.
- Indirect – spreading nasty stories about someone, excluding someone from social groups.

Objectives:

- All staff and pupils will show each other mutual respect at all times.
- Pupils are encouraged to report bullying incidents to an adult which are recorded on the pupils' 'CPOMS account'.
- All staff should listen to and respond quickly and effectively when bullying incidents are reported.

Organisation:

Staff will assess the situation and ascertain the level of seriousness by talking to the children involved. Depending on the level of seriousness staff will respond by:

Stage 1

Give a formal warning and monitor any future incidents. The class teacher will keep a record in the pupil's 'CPOMS account'.

Consideration should be taken of:

- Who was involved.
- Where and when it happened.
- What happened
- What action was taken.
- How it was followed up

Stage 2

- Parents will be informed and met with.
- A written record of the procedure and the steps taken to resolve the issues will be kept.
- A record should be kept in the pupil's CPOMS account.

Stage 3

- All of stage 2
- Inform Deputy Headteacher or Headteacher

Bullying is discussed on many occasions during the course of the school day.

- During circle time opportunities are given for children to raise worries or concerns.
- Assemblies and collective worship can cover themes such as friendship, conflict, power and trust.
- Pupils can be shown through role play or story what they themselves can do to reduce and prevent bullying behaviour.
- Pupils in Key Stage two may be given the opportunity to write any worries or concerns.
- Pupils are able to air concerns via their school council rep.
- Pupils are encouraged to approach an adult to talk about any worries or concerns they may have.
- Pupils can be rewarded for displaying co-operative behaviour such as being helpful, kind, and caring to their peers by a house point or class rewards for kindness.

Pupils who observe bullying should be encouraged to be active bystanders by:

- ♦ Not allowing someone to be deliberately left out of a group.
- ♦ Not smiling or laughing when someone is being bullied.
- ♦ Telling a member of staff what is happening.
- ♦ Encouraging the bullied pupil to join in with their activities or groups.
- ♦ Telling the bullying pupil to stop what they are doing.
- ♦ Showing the bullying pupil that they disapprove of his or her actions.

Further guidance can be found in the anti bullying pack issued by DcSF "BULLYING don't suffer in silence".

Cyber-Bullying

What is Cyber-bullying?

Cyber-bullying involves the use of any kind of digital technology to harass, intimidate or behave negatively towards anyone else. It is part of our duty to protect the pupils of Estcots Primary School and we have a zero-tolerance towards all cyber-bullying.

Pupils are taught how to use the technology in school and lessons will regularly address what is appropriate use-including observing age-restrictions on specific sites and safeguarding personal information on social media platforms.