



# BARLOWS PRIMARY SCHOOL

## Anti-Bullying Policy

Date	Changes to Policy
<b>Spring 2021</b>	p.3 Incidents now recorded on CPOMS – replaces Headteacher Log

Committee with oversight for this policy	Curriculum Committee
Policy to be approved by the Curriculum Committee	
Policy last reviewed by the Curriculum Committee	Spring 2021
Policy last ratified and adopted by the Curriculum Committee	July 2019
Policy / Document due for review	Autumn Term 2022

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## **Barlows Primary School**

### **Anti-Bullying Policy**

#### **Rationale**

Every child has the right to feel safe in school and enjoy their education without the threat of bullying behaviour. Our approach is to build the children's self-esteem and confidence and for our approach to be consistent across the school. We intend that the policy is clearly understood and shared with, children, staff and parents.

The anti-bullying policy promotes some of the core statements within our School Credo; specifically:

***Lets pupils develop their emotional and academic intelligence***

***Affirms the importance of respecting others***

***Supports the child to succeed as an adult***

This policy should be read in conjunction with the **Behaviour Policy** and **Equality Policy**.

#### **Barlows Primary School's Definition of Bullying is:**

Bullying is on-going, deliberate behaviour that upsets the victim. It is behaviour that is targeted and selective and can be direct (physical or verbal) or indirect (e.g. being ignored or cyber bullying see section 2). It may be one person or a group.

#### **Barlows Primary School Procedure:**

The following is a list of actions available to staff depending on the perceived seriousness of the situation. The emphasis is always on a caring, listening approach as bullies are often victims too – that is why they bully.

#### **If bullying is suspected we will:**

- Talk to the suspected victim, and any witnesses individually using Restorative Justice Procedures and questions.
- Identify the bully and talk about what has happened, to discover why they became involved. Make it clear that bullying is not tolerated.
- If the bully owns up then sanction procedures outlined in the Behaviour Policy will be followed.
- Incidents of bullying are recorded on CPOMS.
- Consistently use Restorative Justice Procedures with all children. This process involves discussing the incident with individual parties then bringing them together to agree a strategy moving forward and to apologise for any wrong-doing.

- Keep a log of incidents if there are concerns.
- Involve all parties together to discuss the issues if agree by all parties.
- Allow children time to sort things out.
- Support & empower children to resolve the conflict & understand their role in the issues.
- Establish an agreement between the children where needed.
- Inform parents.
- Follow up with further discussions with individuals as and when appropriate.
- When necessary support children individually or together.
- If the incidents persist and are causing a health and safety issue then the Headteacher could instigate exclusion procedures (see Behaviour Policy).

**Prevention & Strategies to Reinforce Barlows Primary's Policy on Anti-Bullying:**

- School Credo
- Whole school ethos to promote equality and kindness. This includes pupils having an age appropriate understanding of the '*Protected Characteristics*' outlined in the Equalities Act of 2010.
- Anti-bullying events in the school calendar and woven into our PSHE curriculum.
- Children are made aware of the strategies to deal with low-level issues and what to do in different situations including situations of cyber bullying.
- Children participate in role-play work in class as part of PSHE.
- Making use of curriculum opportunities to raise pupil awareness through RE, cross curricula themes, drama, story writing and literature.
- A whole school reward system.
- Good quality role models.
- Adult modelling of appropriate response to a wide range of scenarios.
- Children & parents have a good knowledge of the procedure/policy.
- Children have a clear understanding of their rights & responsibilities.

- E-safety frequently discussed and taught.
- Adults to deal with a situation, even if minor. Talking to the children may prevent the situation escalating.
- Educating children about disabilities and differences to prevent discrimination of children with SEND.

### **The Role of Governors**

- The governing body supports the Headteacher in all attempts to eliminate bullying from our school. The governing body will not condone any bullying at all in our school, and any incidents of bullying that do occur will be taken very seriously and dealt with appropriately.
- The governing body monitors incidents of bullying that do occur, and reviews the effectiveness of this policy regularly. The governors require the Headteacher to keep accurate records of all incidents of bullying, and to report to the governors about the effectiveness of school's anti-bullying policy.
- If a parent is dissatisfied with the way the school has dealt with a bullying incident, they should follow the school complaints procedure by initially contacting the class teacher.

### **The Role of the Headteacher**

- It is the responsibility of the Headteacher to implement the school Anti-Bullying Policy. To ensure that all staff (both teaching and nonteaching) are aware of the school policy and know how to identify and deal with incidents of bullying. The Headteacher reports to the governing body about the effectiveness of the anti-bullying policy on request.
- The Headteacher ensures that all children know that bullying is unacceptable behaviour.
- The Headteacher ensures that all staff, including SMSAs, receive sufficient training to be equipped to identify and deal with all incidents of bullying.
- The Headteacher leads the school in making our vision a reality, where all members of the learning community nurture, value, respect and care for each other.

### **The Role of all Staff**

- All forms of bullying are taken seriously, and proactive measures are taken to prevent it from taking place.
- All adults to deal with situations quickly and by using Restorative Justice methods to prevent

situations escalating.

- All adults to follow up what they have said e.g. keeping an eye, follow up discussion etc.
- Teachers are responsible for recording of all incidents of bullying that happen in their class and that they are aware of in the school. If a child is being bullied or is bullying others, the class teacher will inform a member of the Senior Leadership Team.
- When any bullying is taking place between members of a class the teacher will deal with the issue immediately in accordance with the Barlows Primary procedure.
- All members of staff routinely attend training which equips them to identify bullying and to follow school policy and procedures with regard to behaviour management.
- A range of methods are used to help prevent bullying and to establish a climate of trust and respect.

### **The Role of Parents**

Parents have an important part to play in our anti-bullying policy. We ask parents to:

- Look out for unusual behaviour in your children – for example, they may suddenly not wish to attend school, feel ill regularly, or not complete work to their usual standard.
- Always take an active role in your child's education. Enquire how their day has gone, who they have spent their time with, etc.
- If you feel your child may be a victim of bullying behaviour, inform school immediately. Your complaint will be taken seriously and appropriate action will follow.
- If a child has bullied your child, please do not approach that child on the playground or their parents or involve an older child to deal with the bully. Please inform school immediately and we will deal with it following the school procedures.
- It is important that you advise your child not to fight back. It can make matters worse.
- Tell your child that it is not their fault that they are being bullied.
- Reinforce the school's policy concerning bullying and make sure your child is not afraid to ask for help.
- Reinforcing the work of the school in educating pupils about the *Protected Characteristics* outlined in the Equality Act 2010.

If you know your child is involved in bullying, please discuss the issues with them and inform school. The

matter will be dealt with appropriately.

Remember incidents are confidential;

- Do not discuss them with other parents on the playground. Speak to school staff if you have concerns.

Parents have a responsibility to support the school's anti-bullying policy, actively encouraging their child to be a positive member of the school.

If parent who is dissatisfied with the way the school has dealt with a bullying incident they should follow the school complaints procedure.

### **The Role of Children**

#### What can children do if they are being bullied?

Each term or when incidents occur, class teachers will discuss bullying and reinforce the following strategies:

- Remember that your silence is the bully's greatest weapon, so always tell an adult about what is happening.
- Tell yourself that you do not deserve to be bullied and that it is wrong.
- Be proud of who you are. It is good to be individual.
- Try not to show that you are upset or scared. It is hard but a bully thrives on someone's fear.
- Stay with a group of friends/people. There is safety in numbers.
- Be strong inside – say "No!" Walk confidently away. Go straight to a teacher or member of staff.
- If you are getting emails, texts or messages that make you feel uncomfortable please save them and show them to an adult. Do not respond to them.
- Fighting back may make things worse – do not do it.
- Generally, it is best to tell an adult you trust straight away. You will get immediate support.
- Teachers will take you seriously and will deal with the bullies in a way that will end the bullying and will not make things worse for you.

### **What to do if you know someone is being bullied**

Take action! Watching and doing nothing looks as if you are on the side of the bully. It makes the victim feel more unhappy and on their own. Tell an adult immediately. Teachers will deal with the bully without getting you into trouble. Do not take direct action yourself.

### **Monitoring and Review**

This policy is monitored by the Headteacher, who reports to governors on request about the effectiveness of the policy.

This anti-bullying policy is the governors' responsibility, and they review its effectiveness annually. They do this by examining the school's anti-bullying logbook where incidents of bullying are recorded and by discussion with the Headteacher. Governors analyse information for patterns of people, places or groups. They look out in particular for racist bullying or bullying directed at children with disabilities or special educational needs.

This policy will be reviewed in accordance with the school's review cycle, or earlier if necessary.



## Barlows Primary School

### Anti-Cyber Bullying Policy

#### **Virtual Bullying**

With more and more of us using email and mobile phones bullying does not have to happen in person. Silent phone calls or abusive texts or emails can be just as distressing as being bullied face-to-face.

#### **Cyber Bullying**

This is sending or posting harmful or cruel text or images using the Internet or other digital communication devices.

Research from the University of London identifies seven categories of cyber bullying:

- **Text message bullying** involves sending unwelcome texts that are threatening or cause discomfort.
- **Picture/video-clip bullying via mobile phone cameras** is used to make the person being bullied feel threatened or embarrassed with images usually sent to other people.
- **Phone call bullying via mobile phone** uses silent calls or abusive messages. Sometimes the bullied person's phone is stolen and used to harass others who then think the phone owner is responsible. As with all mobile phone bullying the perpetrators often disguise their numbers sometimes using someone else's phone to avoid being identified.
- **Email bullying** uses email to send bullying or threatening messages often using a pseudonym for anonymity or using someone else's name to pin the blame on them.
- **Chat room bullying** involves sending menacing or upsetting responses to children or young people when they are in a web-based chat room.
- **Bullying through instant messaging (IM)** is an Internet-based form of bullying where children and young people are sent unpleasant messages as they conduct real-time conversations online (i.e. MSN, Bebo, etc.).
- **Bullying via websites** includes the use of defamatory blogs (web logs), personal websites and online personal polling sites. There has also been a significant increase in social networking sites for young people, which can provide new opportunities for cyber bullying.

## **Role of the School**

Regular teaching of E-safety and ensuring that whilst using technology in school that the children are monitored and reported incidents are dealt with quickly and sensitively.

Any reported incidents of cyber-bullying will be dealt with by the school in using the same process outlined above on page 3.

## **Role of the Parent**

- **Visit our dedicated E-safety web page at: [www.Barlowsprimaryschool.com/e-safety](http://www.Barlowsprimaryschool.com/e-safety)**
- **Visit the CEOP website at: [www.ceop.police.uk](http://www.ceop.police.uk)**
- **Children under the age of 13 should not have a Facebook Account.** This is a breach of their terms and conditions.
- To attend E-safety workshops run by the school in order to keep up-to-date with current technology and trends.
- Do not wait for something to happen before you act. Make sure your child understands how to use these technologies safely and knows about the risks and consequences of misusing them.
- Make sure they know what to do if they or someone they know are being cyber bullied.
- Encourage your child to talk to you if they have any problems with cyber bullying. If they do have a problem contact the school the mobile network or the Internet Service Provider (ISP) to do something about it.
- Parental control software can limit who your child sends emails to and who he or she receives them from. It can also block access to some chat rooms.
- Moderated chat rooms are supervised by trained adults. Your ISP will tell you whether they provide moderated chat services.
- Make it your business to know what your child is doing online and who your child's online friends are.
- Should there be any instances of cyber-bullying, ensure where possible that screen-shots or printed copies are taken and passed on to the school.