



Anti - Bullying Policy

Reviewed: October 2020

Ratified by the Governors:

Due for Revision: September 2022

This policy has been developed and implemented in consultation with the whole school community including pupils, parents/carers, staff, governors and partner agencies. It was written with reference to the Equality Act 2010.

George Tomlinson Primary School promotes values which reject bullying behaviour and promote co-operative behaviour.

Tackling bullying matters.

This should be read alongside our policies on School Improvement, Equality and Diversity, Teaching and Learning, Special Educational Needs and Behaviour and Safeguarding

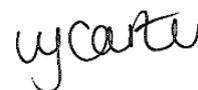
Approved and adopted:

Review Date: September 2021

SIGNATURES

Pupils via the School Council

Senior member of staff with responsibility for Anti-bullying:
Headteacher



V Carter

Governor with responsibility for Anti-bullying:

Chair of Governors

Statement of Intent

George Tomlinson Primary School is committed to providing a supportive, caring and safe environment in which all children are free from the fear of being bullied. As a school we take bullying and its impact seriously. Bullying of any form is not tolerated in our school, whether carried out by a child or an adult.

Staff, children and parents or carers will be made aware of the school's position on bullying. Bullying behaviour is unacceptable in any form. The school has high expectations of outstanding behaviour and we consistently challenge any behaviour that falls below this. Anyone who knows that bullying is happening is expected to tell a member of staff.

Any child who is a victim of bullying will be dealt with in a sympathetic manner. If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff informed, and then discussed with the Headteacher. A clear account of the incident will be recorded in the Headteacher's Bullying Incident file and on SIMS. All staff will be informed so that close monitoring of the victim and bully can be put in place. Parents of both parties will be informed.

What is bullying?

We recognise that many children and young people will experience conflict in their relationships with other children and young people and as a school we are committed to developing empathy and to teaching the skills required to manage relationships in a peaceful way that does not harm others.

At George Tomlinson Primary School, our definition of bullying is:

"The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online"

Bullying is not:

It is important to understand that bullying is not singular *occasions* of falling out with friends, name calling, arguments or when an individual trick or joke is played on someone. It is bullying if it is done several times on purpose.

Children sometimes fall out. When problems of this kind arise it is not classed as bullying. It is an important part of children's development to learn how to deal with friendship breakdowns, isolated incidences of name calling or pranks. We all have to learn how to deal with these situations and develop social skills to repair relationships and resolve misunderstandings.

Why is it important to respond to bullying?

There is considerable evidence to show that bullying has both short term and longer term impact on pupils. Bullying impacts on pupils' wellbeing, can impact on attendance and become a significant barrier to learning. Bullying is associated with lower levels of school engagement and achievement both in primary and secondary schools and can lead to mental health concerns such as anxiety and depression.

Bullying is unacceptable. Our school will respond promptly and effectively to reported incidents of bullying.

In our school community:

- Everybody has the right to be treated with respect
- Everybody has the right to feel happy and safe
- No-one deserves to be a target of bullying
- Victims of bullying deserve to be heard and for it to be stopped
- Victims of bullying require support from adults and the school's counselling service
- Pupils who bully need to be taught different ways to behave
- Pupils who bully need support to discover the root causes for their bullying

National research has shown that some groups of pupils are particularly vulnerable to bullying these include pupils with SEND, looked after children, pupils from minority ethnic groups or faiths, young carers, LGBT pupils and those perceived to be LGBT.

Types of bullying behaviour

Bullying can take many forms:

- Emotional - being unfriendly, excluding, tormenting, threatening behaviour
- Verbal - name calling, sarcasm, spreading rumours, teasing, use of derogatory language
- Physical - pushing, kicking, hitting, punching or any use of violence
- Extortion - demanding money/goods with threats
- Online – use of social media, messaging and calls. Misuse of associated technology e.g. photos and videos
- Racist - racial taunts, graffiti, gestures
- Sexual - unwanted physical contact, sexually abusive comments
- Homophobic or biphobic - bullying because of sexuality or perceived sexuality
- Transphobic – because of gender identity or perceived gender identity

Preventing Bullying

We foster a clear understanding that bullying, in any form, is unacceptable. We believe that preventing bullying is the responsibility of our whole school community and when there are incidents of bullying we will work together to deal with the situation and to learn from what has happened.

In our school we do this by:

- Involving the school community in developing our policy including a child/ pupil friendly version of our policy
- Using assemblies and circle time in class to ensure that pupils understand the differences between relational conflict and bullying
- Building a positive ethos based on respecting and celebrating all types of difference in our school
- Creating a safe and happy environment, with consequent positive relationships that have an impact on learning and achievement
- Having a positive ethos that all pupils, staff and parents understand
- Work in school which develops empathy, social skills and emotional understanding e.g. PSHE, Citizenship, social and emotional learning programmes, circle time, peer mediation and playground buddies
- Secure the safety of the target of bullying. Take actions to stop the bullying from happening again. Whole school learning - reflection on what we have learnt
- Think about any safeguarding concern and report concerns to Designated Safeguarding Lead immediately
- Provide assurances to child that concerns have been listened to and action will be taken
- Consider who else is involved and what roles they have taken
- Send clear message that the bullying must stop
- Work with both parties to find solutions. Identify the most effective way of preventing reoccurrence and any consequences
- Reflect and learn from bullying episodes –consider what needs to happen next to prevent future bullying e.g. PSHE, training etc
- Raising awareness of online bullying through regular e-safety lessons
- Adopting a social model approach to bullying. Diversity is valued and everyone is included in our school
- Focussed work with individuals and groups of pupils where required to support understanding and development of social skills e.g. social skills groups, ELSA (Emotional Literacy Support Assistant), Jigsaw4U worker and TaMHS worker
- Ensuring playground and midday staff are trained and we have a range of activities at lunchtime to promote positive play
- Offering training to all school staff around bullying, including specific guidance on those groups who are most likely to be bullied

Reporting bullying

In our school pupils are encouraged to talk to staff when they are unhappy or have concerns. Pupils in our school understand that they have a right to feel and be safe and a responsibility to support others to feel and be safe. They can also access Place 2 Be counselling service drop-in sessions or write a note and put it into the Place 2 Be letterbox

Pupils are encouraged to report bullying to:

- A trusted adult
- Their class teacher/TA
- Peer mentors or buddies

Each class has a 'worry box' where children can report their concerns if they do not feel confident speaking to an adult.

Children are taught that it is important to talk to a trusted adult if bullying is taking place outside of school.

Parents are also encouraged to report concerns and bullying to named individuals. This is normally the class teacher.

When pupils report their concerns our staff are trained to LISTEN and to BELIEVE. We involve children as far as possible in finding solutions.

Responding to Bullying

We monitor and review all bullying incidents to determine any patterns or trends that may require further action.

On a regular basis we give pupils the opportunity to feedback on how safe and happy they feel at school, we do this through pupil questionnaires and School Council meetings.

All staff are required to complete a bullying and prejudice-based incident reporting and monitoring form when dealing with incidents of bullying. This should be completed as soon as possible and given to the Designated Safeguarding Lead.

Procedures for parents:

- If a parent has any concerns about their child they should speak to the class teacher immediately
 - If a parent thinks bullying is the issue, the matter will be referred to the Headteacher
 - The Headteacher is always informed of any bullying concerns at George Tomlinson and monitors the situation carefully
 - If, despite attempts by other staff members, the incidents continue, the Headteacher will take over the matter directly and inform the parent of both parties of this
- If a parent feels unable to talk to the class teacher, they can make an appointment to speak directly with the Headteacher.
 - The school will work with both the child and the parents to ensure that any bullying is stopped and that support is given where needed.
 - Parents should not confront the bully or their parents. This can complicate the situation and distress the pupil.
 - The school will deal directly with all children involved and their parents directly. Parents will be kept informed of any actions the school is taking.

•If parents feel that their concern has not been dealt with appropriately they should follow the schools complaints policy.

What happens after a report of bullying is made?

- The member of staff will reassure the victim and listen to what they say
- The details will be recorded on a Bullying Incident Form
- The staff member will then speak to the alleged bully and write down their side of events on the same form
- The staff member will also (if appropriate) take witness statements or speak to children who are involved with the pupils in question
- The staff member will not take sides or make promises
- The staff member will be sure to take statements from people who are not always immediately friends with the children involved for a less biased view
- The staff member will inform the children's class teacher (if they are not already involved)
- The staff member will then inform the Headteacher who will decide what course of action to take
- A member of the staff team will then call the parents of both the victim and the alleged bully. It may be necessary to arrange a face to face meeting to discuss this
- Dependent on the specific nature of the event, the Red Room may be used for reflective time for the alleged bully
- A plan will then be made to support the victim through discussions with adults, Place 2 Be counselling if permission given by parents, lunchtime support playground buddy etc.
- A plan will be made to support the alleged bully in order to develop their self-esteem and stop the behaviours
- The course of action will be recorded
- The events will be discussed weekly at SLT meeting and reviewed for patterns and trends
- Follow up with the parents will take place either face to face or via the telephone/email

What to do if you see someone being bullied?

Ignoring bullying is cowardly and unfair to the victim. Staying silent means the bully has won and gives them more power. There are ways children can be taught explicitly to help without putting themselves in danger. Some strategies of what to do are listed below:

- Don't smile or laugh at the situation
- Don't rush over and take the bully on yourself
- Don't be made to join in
- If safe to do so, encourage the bully to stop bullying
- If you can, let the bully know you do not like his or her behaviour
- Shout for help

- Let the victim(s) know that you are going to get help
- Ensure an adult is aware of the situation

At George Tomlinson we use circle times, Anti-Bullying week, assemblies and PSHCE to discuss bullying and its effects. We also discuss the importance of not being a bystander.

Sources of further information, support and help

There is a vast amount of information and guidance available about bullying that can provide a wide range of support and help. The following list is just a small selection of the support available that teachers, parents and children have found useful.

Act Against Bullying

0845 30 2560

www.actagainstbullying.com

Advisory Centre for Education (ACE)

0207 704 3370

www.ace-ed.org.uk

Anti-bully

www.antibully.org.uk

Anti-Bullying Alliance (ABA)

0207 843 1901 www.anti-bullyingalliance.org.uk

Anti-Bullying Network

0131 651 6103

www.anti-bullying.net

Beatbullying

0845 338 5060

www.beatbullying.org.uk

Bully Free Zone

01204 454 958

www.bullyfreezone.co.uk

Bullying Online

020 7378 1446

www.bullying.co.uk

Childline

0800 1111

www.childline.org.uk

Kidscape

020 7730 3300 (general enquiry number)

08451 205 204 (helpline for adults only)

NSPCC

02078252500

www.nspcc.org.uk

The Children's Legal Centre

0800 783 2187

www.childrenslegalcentre.com

The Office of the Children's
Commissioner 0844 800 9113

All members of the school community, including pupils, staff, parents and governors, are expected to treat everyone with dignity respect at all times. This includes both face-to-face contact and online.

Policy written by: Verity Carter

Job title: Headteacher

24th September 2020