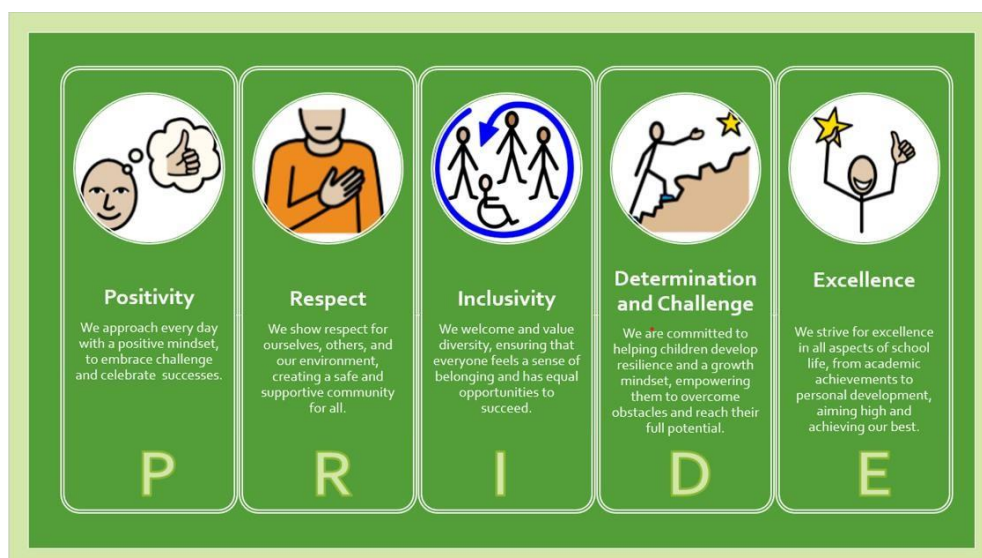


# Gastrells Community Primary School



## ANTI BULLYING POLICY



**Approved by:**

Standards

**Date:** May 25

**Next review due by:**

May 26

Gastrells Primary School is committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. Gastrells Primary is a 'telling school'. This means that anyone who knows that bullying is happening is expected to tell the staff.

*Within the context of this policy the word "victim" is used to signify the child who has been bullied [or affected by a safeguarding issue]. We do not see it as a passive or judgemental term; instead at Gastrells we strive to ensure that every child who has been experienced an adverse event is fully supported to become an active survivor*

### Objectives of this Policy

This aim of this policy is to ensure that all governors, teaching and non-teaching staff, pupils and parents:

- have an understanding of what bullying is
- know what the school policy is on bullying, and what they should do if bullying arises
- know that as school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported
- know that: **Bullying will not be tolerated.**

### What Is Bullying?

Bullying is defined as **deliberately hurtful behaviour**, which is **unprovoked, repeated** over a period of time, where it is difficult for those being bullied to defend themselves. Bullying results in **pain and distress to the victim.**

Bullying can be:

- **Emotional** being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- **Physical** pushing, kicking, hitting, punching or any use of violence
- **Racist** racial taunts, graffiti, gestures
- **Sexual** unwanted physical contact or sexually abusive comments
- **Homophobic** because of, or focussing on the issue of sexuality
- **Verbal** name-calling, sarcasm, spreading rumours, teasing
- **Cyber** All areas of internet, such as email & internet chat room misuse (Mobile threats by text messaging & calls Misuse of associated technology, i.e. camera & video facilities)
- Because of, or focused on **Disability, Mental ill health, Religion, LGBTQ+, or Gender.**

### **The school will deal with bullying by:**

Ensuring that the whole school understands what bullying means, including what a bully is, what a victim is and what a bystander is. (PHSCE theme is BULLYING)

- Making clear that a zero tolerance approach to bullying is in place in school.
- Encouraging children to report incidents without feeling they are telling tales.
- Stressing the role of the Bystander – the person who can intervene and help the situation. Research shows that bullying will stop in less than 10 seconds nearly 60% of the time when peers intervene. We encourage the bystander to get involved as opposed to watching and colluding with any bullying they witness.
- Taking incidents seriously, investigating and if necessary, acting upon them quickly and fairly.
- Having a behaviour policy for pupils and staff setting out clear guidelines for managing pupil behaviour both in the playground and in the classroom.
- Rewarding positive behaviour and relationships as outlined in our behaviour policy and through individual class reward systems.
- Providing opportunities to raise awareness of bullying issues and providing a whole school focus for anti-bullying activities. This will be through whole school events (such as Anti-bullying week) and through key stage assemblies and PSHE teaching.
- Develop children's own resilience through a PSHE/ELSA/Citizenship curriculum. This may involve exploring feelings through role play and viewing bullying situations from both sides.
- Providing a structured, well-staffed playground environment with a variety of activities/equipment for pupils to play with during school breaks
- Ensuring that bystanders, and anyone else, involved in a bullying incident is properly supported.

### **When dealing with bullying staff will:**

- Respond sensitively
- Investigate the incident ensuring any bullying has stopped.
- Record all incidents of bullying CPOMs (Child Protection Online Management System)
- In the first instance meet with the bullies and victims individually, ensuring the victim feels protected and safe.
- If appropriate facilitate a meeting between the bully and victim as an opportunity for the bully to understand how their actions have affected the life of the victim.
- Contact the parents of both the victim and bully to discuss the problem.
- Action appropriate measures & sanctions & review situation.

### **This will include incidents in:**

- the journey to and from school
- the local community in school
- in extracurricular activities linked to the school such as breakfast and after school

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- clubs, sports, and school trips.
- and online (both during and outside of the school day).

The school has powers to discipline for behaviour outside of school hours and will follow any evidence or reports of bullying.

### **Sanctioning Bullying**

Punishing bullies does not end bullying. At Gastrells Primary School we stress that it is the bullying behaviour, rather than the person doing the bullying, that is not acceptable. The bully will be encouraged to understand how their actions have caused distress and anxiety.

Bullies are to be disciplined in line with the school's behaviour policy; this may involve the following sanctions: Verbal/Rule Reminder, Loss of Privileges (eg football / breaktime), Fixed Term Exclusion (at the discretion of the Head teacher). We will ensure all actions are fully communicated to the relevant parties and recorded using school record-keeping procedures.

Gastrells Primary's pastoral team (Head, Deputy Head, appropriate outside agencies and SENCO) are available to ensure the victim is supported in rebuilding their confidence. Support for the bully may include anger management, circle of friends, liaising with parents or referrals to outside agencies (Children Centres, Children's mental health team, housing).

### **Monitoring and Review**

- Gastrells Primary's Anti-Bullying Policy is in-line with Local Authority and DfE Guidelines as well as other best practice organisations such as Kidscape, family Lives. All safeguarding policies are reviewed every year to assess their effectiveness. Input from relevant stakeholders: parents(parent survey), pupils (via school council/Pupil surveys and PHSCE lessons and assemblies), staff and governors is encouraged.
- The number of bullying incidents are monitored.
- Gastrells Primary's anti bullying policy supports other policies such as our Behaviour Policy, Safeguarding Policy & Behaviour policy (annex Team Teach).

### **Further Guidance for Children:**

- Do not bully other people – it is not kind, don't retaliate.
- If you see someone being bullied- help them or tell an adult
- If you are being bullied TELL SOMEONE you trust!
- Speak to your teacher – be honest and stick to the facts.
- Write it down or draw a picture if it helps you explain. If it does not stop – tell the teacher again.
- Surround yourself with people who make you feel good.
- Don't blame yourself – it is not your fault

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### **Further Guidance for Parents:**

This policy and the school's activity complies with the Statutory guidance for schools and colleges on safeguarding children and safer recruitment, [Keeping children safe in education - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/61622/Keeping_children_safe_in_education_-_GOV.UK.pdf).

#### **If your child tells you they are being bullied:**

- Listen to your child.
- Try not to overreact.
- Tell your child that bullying exists and it's not their fault.
- Check all the facts – is it bullying or friendship problems, which may resolve naturally?
- Talk about possible strategies for your child to use – try the websites listed at the end of the policy.
- Encourage your child to tell a teacher.
- If the situation is serious, contact the class teacher yourself.

#### **Signs and Symptoms**

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school
- doesn't want to go on the school / public bus
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone

- is nervous & jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

**Help from Outside Agencies:**

You may find the following websites useful:-

[www.bullying.co.uk](http://www.bullying.co.uk)

<http://www.bbc.co.uk/radio1/bullyproof/>

[www.childline.co.uk](http://www.childline.co.uk) [www.antibullying.net](http://www.antibullying.net)

[www.kidscape.org.uk](http://www.kidscape.org.uk)

You may find the following telephone numbers useful:-

Advisory Centre for Education (ACE) 0808 800 5793

Children's Legal Centre 0845 345 4345

KIDSCAPE Parents Helpline (Mon-Fri, 10-4) 0845 1 205 204

Parentline Plus 0808 800 2222

Youth Access 020 8772 9900