



## Capel Primary School

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‘Learning today, for tomorrow’

### Anti-Bullying Policy

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Policy Control	
Responsible Governor Team:	Learning and Development
Approved by Governors:	March 2016
Date due for review:	March 2017

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## **Statement of Intent**

Capel Primary School is committed to providing a caring, friendly and safe environment for all pupils so that they can learn in a relaxed and secure environment. Bullying or racism of any kind is unacceptable in our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a TELLING school, which means that anyone who becomes aware of bullying is expected to tell the staff. Any racist incidents must also be reported. Capel Primary School aims to promote 'Emotional Literacy', defined as people being able to 'recognise, understand, handle and appropriately express their emotions' (Sharp, 2001).

## **Objectives of this Policy**

Capel Primary School Anti-Bullying Policy outlines what Capel Primary School will do to prevent and tackle bullying. The policy has been drawn up through the involvement of the whole school community.

### **Our school community:**

- Discusses, monitors and reviews our anti-bullying policy on a regular basis.
- Supports staff to promote positive relationships and identify and tackle bullying appropriately.
- Ensures that pupils are aware that all bullying concerns will be dealt with sensitively and effectively; that pupils feel safe to learn; and that pupils abide by the anti-bullying policy.
- Reports back to parents/carers regarding their concerns on bullying and deals promptly with complaints. Parents/ carers in turn work with the school to uphold the anti-bullying policy. In some cases, at the discretion of the teaching staff, an anti-bullying log will be implemented (see appendix).
- Seeks to learn from good anti-bullying practice elsewhere and utilises support from the Local Authority and other relevant organisations when appropriate.

## **Definition of bullying**

**"Bullying is the repetitive intentional hurting of one person by another, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological. It can happen face to face or through Cyberspace."**

Bullying can include:

- Physical assault
- Teasing
- Making threats
- Name calling
- Cyber bullying

## **Forms of bullying covered by this Policy**

Bullying can happen to anyone. This policy covers all types of bullying including:

- Emotional – being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures).
- Physical – pushing, hitting, kicking, punching or any use of violence.
- Racist – racial taunts, graffiti, gestures.
- Sexual – unwanted physical contact or sexually abusive comments.
- Homophobic – because of, or focusing on the issue of sexuality.
- Verbal – name-calling, sarcasm, spreading rumours, teasing.
- Cyber – all areas of the internet, such as e-mail and internet chatroom misuse. Mobile threats by text messaging and calls. Misuse of associated technology i.e. camera and video facilities.

## **Preventing, identifying and responding to bullying**

We will:

- Work with staff and outside agencies to identify all forms of prejudice-driven bullying.
- Actively provide systematic opportunities to develop pupils' social and emotional skills, including their resilience.
- Consider all opportunities for addressing bullying and promoting British values, including through the curriculum, through displays, through peer support and through the School Council.
- Train all staff to identify bullying and follow school policy and procedures on bullying.
- Actively create a "safe environment" for vulnerable children and young people.
- Firmly apply a positive behaviour policy when bullying is identified, making reasonable adjustment for SEND related issues.
- Opportunities for pupils to engage in a minimum of 5 themed anti-bullying days throughout the year to prevent bullying and maintain a whole school focus.

When identifying bullying all efforts will be made to detect the intentional, repetitive nature through the use of pupil voice, parent voice and teacher observation.

## **Involvement of pupils / students**

We will:

- Regularly canvas children and young people's views on the extent and nature of bullying.
- Ensure students know how to express worries and anxieties about bullying.
- Ensure all students are aware of the range of sanctions which may be applied against those engaging in bullying, in accordance with the school behaviour policy.
- Involve students in anti-bullying campaigns in schools.
- Publicise the details of helplines and websites.

- Offer support to students who have been bullied through classroom based support and, where necessary, counselling.
- Work with students who have been bullying in order to address the problems they have.
- Ensure children know how to act if they feel they are being bullied in any form.

### **Liaison with parents and carers**

We will:

- Ensure that parents / carers know whom to contact if they are worried about bullying.
- Ensure parents know about our complaints procedure, located on the school website, and know how to use it effectively.
- Ensure parents / carers know where to access independent advice about bullying.
- Work with parents and the local community to address issues beyond the school gates that give rise to bullying.
- Ensure that all parental concerns are taken seriously, investigated fairly and responded to appropriately.
- Ensure that collaborations are made with our community to help to keep our children safe.

### **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.
- Begs to be driven to school
- Academic performance fluctuations
- Changes their usual routine
- Is unwilling to go to school
- 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 and starts stealing money (to pay bully)
- Has unexplained cuts or bruises.
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or siblings
- Stops eating
- Is frightened to say what is wrong

- Gives improbable excuses if any of the above
- Is afraid to use the internet or mobile phone
- Is nervous and 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.

## **Procedures**

1. Report bullying incidents to staff firstly to the class teacher. If problems persist they should then be escalated to a senior leader.
2. If there are concerns regarding bullying, the incidents will be reported by staff to the appropriate adults.
3. In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem.
4. If necessary and appropriate, police will be consulted.
5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly, in accordance with the school behaviour policy.
6. An attempt will be made to help the bully (bullies) change their behaviour.

## **Outcomes**

1. The bully (bullies) may be asked to genuinely apologise. Other consequences may take place (see the school behaviour management policy), for example, missing of free time, loss of responsibility and behavioural tracking.
2. In serious cases, suspension or even exclusion will be considered.
3. If possible, the pupils will be reconciled.
4. After the incident/incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

## **Links with other school policies and practices**

This Policy links with a number of other school policies, practices and action plans including:

- ❖ Complaints policy
- ❖ Positive Behaviour Management Policy
- ❖ Confidentiality Policy
- ❖ The teaching of Citizenship and PSHE Education
- ❖ Data Protection Procedures

## **Monitoring & review, policy into practice**

We will review this Policy at least once every year as well as if incidents occur that suggest the need for review. The school uses the guidance by the Department of Education and the Anti-Bullying Alliance to inform its action planning to prevent and tackle bullying.

## **Responsibilities**

This Policy only works if it ensures that the whole school community understands that bullying is not tolerated and understands the steps that will be taken to both prevent and respond to bullying.

It is the responsibility of:

- School Governors to take a lead role in monitoring and reviewing this policy.
- Governors, the Headteacher, Senior Managers, Teaching and Non-Teaching staff to be aware of this policy and implement it accordingly.
- The Headteacher and SMSC leader to communicate the policy to the school community.
- Pupils to abide by the policy.