Eastlea Primary School

ANTI - BULLYING POLICY (October 2021)

At Eastlea Primary School staff, parents and children work together to create a happy, caring learning environment. We actively work across the school to promote a caring, empathic, tolerant, considerate and positive approach to relationships. Bullying, either verbal, physical, cyber, direct or indirect is not tolerated. Everyone at Eastlea accepts responsibility to prevent instances of bullying and, if any do occur, to deal with any incidents quickly and effectively. All children and young people have the right to be protected from physical, emotional and mental violence; a right enshrined in the United Nations Convention on the Rights of The Child. Children also have a right to learn, live, travel and play in a safe environment, where they can thrive and achieve their full potential. Bullying is blight on the lives of our children and young people which inhibits full participation in education and learning, cultural, social and leisure activities. Bullying is never acceptable and will not be tolerated in our school. Preventing bullying is not just the responsibility of our school, but is held by the whole of our community. That is why our Anti-Bullying Policy applies to all members of our community. It is up to all of us to make our School a bully-free zone.

Aims

- To enable children to recognise bullying behaviour.
- To teach children how to challenge bullying behaviour.
- To increase understanding for bullied children and bullies in order to help build an anti-bullying ethos in school.
- To develop and sustain positive strategies for dealing with bullying incidents.
- Provide support structures that are sensitive and responsive to children's needs
- Adopt strategies which promote positive attitudes and values.
- To provide an environment where children feel able to speak and know they will be listened to
- To make reasonable adjustments in policy and practice to reflect the individual needs of all pupils.

What is bullying?

The Anti-Bullying Alliance defines bullying as:
*The **repetitive, intentional hurting** of one person or group by another person or group, **where the relationship involves an imbalance of power**. Bullying can be physical, verbal or psychological. It can happen face-to-face or through cyberspace.*

There is no legal definition of bullying.

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages or the internet), and is often motivated by prejudice against particular groups, for example on grounds of

race, religion, gender, sexual orientation, or because a child is adopted or has caring responsibilities.

Many experts say that bullying involves an imbalance of power between the perpetrator and the victim. This could involve perpetrators of bullying having control over the relationship which makes it difficult for those they bully to defend themselves. The imbalance of power can manifest itself in several ways. It may be physical, psychological (knowing what upsets someone), derive from an intellectual imbalance, or by having access to the support of a group, or the capacity to socially isolate. It can result in the intimidation of a person or persons through the threat of violence or by isolating them either physically or online.

The rapid development of, and widespread access to, technology has provided a new medium for 'virtual' bullying, which can occur in or outside school. Cyber-bullying is a different form of bullying and can happen at all times of the day, with a potentially bigger audience, and more accessories as people forward on content at a click.

Department of Education March 2014

Bullying can take many forms, including:

- Physical – hitting, kicking, taking belongings
- Verbal – name calling, insults, racist or homophobic remarks
- Indirect – spreading nasty stories about someone, excluding someone from social groups
- Cyberbullying- using internet technology (Social networking sites, Chatrooms , emails etc), mobile phones or ipods.
- Physical violence such as hitting, pushing or spitting at another pupil.
- Interfering with another pupil's property, by stealing, hiding or damaging it.
- Using offensive names when addressing another pupil.
- Teasing or spreading rumours about another pupil or his/her family.
- Belittling another pupil's abilities and achievements.
- Writing offensive notes or graffiti about another pupil.
- Excluding another pupil from a group activity.
- Ridiculing another pupil's appearance, way of speaking or personal mannerisms.
- Misusing technology (internet or mobiles) to hurt or humiliate another person.

Why are we concerned?

At Eastlea we are concerned about bullying and the effect it has on the children and we do everything we can to prevent it occurring. We recognise why we need to challenge bullying behaviour in our school.

The safety and happiness of children
When children are bullied, their lives are made miserable. They may suffer injury. They may be unhappy about coming to school, or lose confidence or self-esteem. Some children blame themselves for inviting bullying behaviour.

1. **Educational Achievement**
   If bullied children are unhappy it affects their concentration and learning. Some avoid coming to school and miss parts of their education.
2. **Bullying can provide a behaviour model**
   If children observe bullying behaviour going unchallenged other children may learn that bullying is a quick and effective way of getting what they want. Children who are bullied feel let down by school's inaction. They see it as school condoning unacceptable behaviour.
3. **To show that we have a reputation as an effective, caring school**
   No school can say definitely that there is no bullying. Every school has some degree of bullying even if it is only slight or infrequent. Parents know this and need school to respond positively and effectively to bullying. We must not be complacent.

Who are the victims?

At Eastlea we recognise that **any** child can be bullied. We acknowledge that there are certain risk factors which will make the experience of bullying more likely.

These include:

- lacking close friends in school
- being shy
- coming from an over protective family environment
- being from a different racial or ethic group to the majority
- having Special Educational Needs
- a child who behaves inappropriately with others.

What can we do?

It is important to recognise that staff, children and parents have important roles to play in recognising bullying, dealing with it and preventing it. A positive and considerate approach is developed and sustained through the enshrining of the school rules in all aspects of school life.

Schools which excel at tackling bullying have created an ethos of good behaviour where pupils treat one another and the school staff with respect because they know that this is the right way to behave. Values of respect for staff and other pupils, an understanding of the value of education, and a clear understanding of how our actions affect others permeate the whole school environment and are reinforced by staff and older pupils who set a good example to the rest.

What children can do

The expectations of respectful and considerate behaviour are entrenched in Eastlea school rules.

- Children are expected to speak calmly and politely
- they are expected to keep hands feet and objects to themselves,
- and they are also expected to use equipment with respect such as the computing and ICT equipment.
- Children are asked to always try their best whether it is work or their behaviour.
- The key to all aspects of these rules is the final rule of following an adult instruction first time.

The school rules clearly outline how children should interact with each other. Alongside these school rules children should also endeavour to:

- Accept diversity and differences.
- Not allow someone to be deliberately left out of a group
- Not smiling or laughing when someone is being bullied
- Tell a member of staff what is happening – as a bystander they have a responsibility to report bullying behaviour.
- Encouraging the bullied child to join in their activities or group
- Tell the bully to stop what he / she is doing
- Show the bully that they disapprove of his / her actions
- Using ICT equipment appropriately
- Draw attention to any behaviour they perceive to be bullying

These are further outlined in the School Friendship Charter and Playground Charter that both aim to promote considerate and promote a positive behaviour ethos.

What staff can do

All staff must ensure the school rules are followed and also the following:

- Be vigilant
- Communicate with each other
- Listen and investigate
- Watch for children who seem isolated or unhappy
- Watch for problem areas e.g. toilets, playground
- Deal with incidents immediately
- The potential for incidents of cyber bullying will be monitored using the whole school ICT monitoring system.
- Share good practice
- Ensure the voice of children & young people, parents, carers and all school staff (including volunteers) are represented in the drafting & reviewing of the schools policy

- Work with the both the perpetrator and victim to support changes in behaviour.
- Work with children in small groups or Nurture groups.

Annually, as part of the National anti bullying week, Eastlea will have a Friendship Week.

What parents can do

Help school deal with bullying by:

- Discouraging their own child from using bullying behaviour at home or elsewhere
- Showing their own child how to resolve difficult situations without using violence or aggression or retaliation of any kind
- Watching for signs of their own child being bullied or bullying others
- Talking to their child
- Contacting school straight away with a problem

Procedures

These procedures depend upon the seriousness of the situation.

1. Discuss the incident with the victim, **always** investigate. Listen and act.
2. Identify the bully / bullies. Obtain witnesses if possible.
3. Discuss what has happened with the bully. Discuss the details with them. Make it clear that bullying is not acceptable at Eastlea.

If the bully owns up, then follow the procedures outlined below and in the Behaviour Policy

4. Inform the Head teacher or member of the Senior Management Team if the Head teacher is not available.
5. Parents informed by the Head teacher.
6. Sanctions decided for the bully:

Home School Book	Other form of report book	Loss of playtimes / lunchtimes.
Other appropriate sanctions inc. missing golden time etc.	Exclusion at lunchtimes	Fixed term exclusion from school

This depends on the severity of the incident(s)

7. Ask the victim what he / she would like school to do to make him / her feel safe. Follow this up by planned support e.g. a named adult to talk to, playtime book
8. Monitor on a regular basis to check the child is happy.
9. Ask other staff to monitor the situation either in class or by observing at playtimes / lunchtimes to ensure there is no repetition.
10. When the behaviour of the bully improves then sanctions can be adjusted and withdrawn.
11. Praise good behaviour.
12. Inform all staff.

Adult Bullying

At Eastlea we recognise that there could be occasions where adults are bullies:

adult to child

adult to adult

Any incident where an adult has bullied a child is dealt with seriously. This may involve a parent of another child on the playground, an adult helper in school, a teacher, member of the support staff or lunchtime staff.

Incidents are investigated thoroughly by the Head teacher, and, if necessary the Chair of the Governing Body. If proven, appropriate action is taken.

Any reported incident of an adult being bullied by another adult is also taken extremely seriously. This could take the form of undue pressure on a person's workload, sexual aggression etc. All incidents are investigated thoroughly by the Head teacher and/or Chair of the Governing Body and, if necessary, union representatives. If proven appropriate action will follow using Local Authority advice.

All incidents will be recorded

Evaluation & Review

This policy and its effectiveness will be evaluated annually by the staff & where relevant by the appropriate Committee of the Governing Body.

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