

Anti-Bullying Policy
Written after consultation with "The Values" Focus Group
April 2013

What we believe about bullying:

At Cadishead Primary, we deeply believe that every child has the right to feel valued, cared for and safe. Our ethos statement says:

We believe in a culture of mutual respect which values diversity and is supportive to all pupils in their aspirations. We are a caring, nurturing and friendly community where every child and adult feels respected and where every child matters. We help children discover their talents and inspire a love of learning by offering a wide range of experiences throughout the children's time with us. We give everyone a chance to shine and develop the confidence to express themselves and succeed.

Praise and encouragement, understanding and patience foster a positive environment where children have a good sense of identity and self-esteem and "can learn together for a confident future".

What is Bullying?

At Cadishead Primary we all understand bullying as:

"an unwanted behaviour that oppresses and intimidates another person, physically or emotionally. The behaviour is repeated or has the potential to be repeated and as a result makes the person feel unsafe. Whether the child or person affected is in school, going to and from school or virtually through the use of new technologies".

Bullying can be identified when:

- Someone is often pushed, shoved or hit often by the same people
- Someone is called names, or nasty or hurtful things are said about you, your friends or family
- Someone gets scary or nasty messages by mobile phone or online or is filmed in order to make fun of them
- Someone is picked on because of an illness, special needs or a disability, or because they are a boy or a girl.
- Someone is picked on and called gay, whether true or not
- Someone is always left out or has their things broken or damaged all the time by others
- Racist remarks about skin colour religion, family or clothes made to someone, or about them

The different types of bullying can be:

- Physical - contact with another child - kicking, hitting, punching, slapping, spitting

- Cyber - internet based bullying - mobile phone, chatrooms, messenger, facebook, sending photos
- Verbal - name calling, teasing, spreading rumours
- Emotional - constantly hurting someone's feelings, ignoring them, tormenting them, leaving them out
- Racist - bullying based on someone's culture, skin colour, religion or ethnicity
- Sexual - inappropriate words or touches
- Homophobic - commenting on sexuality

Why is it important to respond to bullying?

- Can really hurt people
- Presenting a positive image of the school
- To stop bullying becoming a larger problem
- To make us feel safe at school

Objectives of this Policy

- To ensure that there is a zero tolerance approach to any issues of bullying in school
- To ensure all staff are aware of what discriminatory action looks like
- To ensure all members of school life, including parents and governors, understand what bullying looks like and why it is wrong
- To ensure children know what to do if they feel unsafe
- To ensure bullying is recorded and monitored and steps taken to overcome any issues
- To ensure victims and perpetrators of bullying are supported and helped in school
- That it will be understood that everyone needs to take responsibility for bullying
- That this policy applies to bullying of and by school staff whether by pupils, parents or staff

Signs and symptoms of bullying

We think that children who are being bullied might show some of these signs or symptoms. Adults should be aware of these and should investigate them further:

- Person doesn't look happy
- Is often found crying/upset
- Has physical marks on their body - scratches, cuts, bruises
- Appears depressed/withdrawn
- Is very quiet
- Doesn't want to talk, reluctant to join in
- Is very shy

- Starts acting badly/inappropriately
- Is alone a lot
- Doesn't like coming to school
- Not confident

What we do at Cadishead Primary to prevent bullying

- Friendship Stops and Peer Mediators - children are available in the playground to support children who are struggling at playtime or want to see a friendly face
- Peer Mediators and staff always adopt Restorative Justice approach to resolve conflict
- Anti-Bullying Buddies
- Chill Out Zone - This is where people can go if they are having a bad time - Here we want people to be able to feel: calm, relaxed, comfortable, happy, safe and surrounded by people that care for them
- "One Goal" structured games at lunchtimes
- Programme of events throughout the year such as Anti-bullying week and Safer Internet Day
- Anti-bullying bracelets
- Behaviour Charts
- Headteachers awards
- Class rules
- Anti-Bullying Charter
- "Worry Boxes" in each classroom
- Information home to parents and links on website to Policy and BIG Award website (including special celebration of BIG Award when completed)
- PSHE and embedded throughout the curriculum as part of the taught Key Skills linked to topic learning
- School Assemblies about Anti-Bullying Awareness, Peer Mediators, Anti-Bullying Buddies etc.
- PATHS
- School focus group
- Policy written after consultation with children, parents and governors
- A programme of training for all staff (teachers, TAs and Welfare Support)
- Anti-bullying and Childline posters on display around school
- BIG Award Display

Reporting and Recording of Incidents

- Pupils are regally assured that they can report Bullying directly any adult that they are comfortable with
- Pupils can also report bullying to the Anti-Bullying Buddies who will then talk to the BIG Leader
- Pupils can report incidents of bullying in their class's "Worry Box"

- Parents can report potential incidents of bullying by telephone, email or directly to a member of staff

What happens at our school if bullying is discovered?

- All parties involved will be seen by the Headteacher and an appropriate course of action, using the behaviour policy as a guide, will be decided upon (depending on special needs/family circumstance)
- The teacher will report the incident in a separate log within the class's Pastoral Folder
- The child is put on report and their behaviour being monitored
- The same day parents will be contacted by phone and notified of the incident and any action. They will be invited to attend a meeting about the behaviour/incident. Individual Family circumstance will be noted, and responses adapted as necessary.
- Restorative Justice will be done with the victim to ensure they feel safe for the future, as part of the RJ agreement
- Restorative Justice will be done with the bully to ensure they know how to correct their behaviour - this will be decided on an individual basis as part of the RJ agreement
- There will be a restorative justice/reparation process to repair relationships involving all the people affected
- Incidents will be reported to the authority via SIMS and the governing body and then this data will be used to inform policy change as part of the Pastoral Governor Committee meetings.
- Incident logs in the Pastoral Diary will be monitored regularly by the Head teacher. The Head teacher will then share relevant information with the deputy head, Pastoral Governors Committee, Lead Behavior Person and BIG Leader. Then through consultation and training will practice be improved.
- Where incidents are linked to a whole year group/Key Stage, after consultation and support from the BIG lead, the incident will be used as an opportunity to educate through PATHS/PSHE sessions or outside agency led work.

The Policy has links to:

PSHE policy

Behaviour policy

Racial/equality policy

E-Safety Policy

Safeguarding Policy

This policy has been written using DFE guidance 'Preventing and Tackling Bullying - Advice for School Leaders, Staff and Governing Bodies'. It complies with section 89 of the Education and Inspections Act 2006 and the Equality Act 2010.

This policy will be reviewed annually by the *BIG* Lead (Peter Marks) and Focus Group, Pastoral Governor Committee and Head teacher who have responsibility for bullying prevention.