



Elton Primary School & Nursery

# Anti-Bullying Policy

*In our school, the wellbeing and education of all our children comes first*

<b>Full Governors</b>	Summer 2021
<b>Review</b>	Summer 2022

## **Expectations of Behaviour**

All members of Elton Primary School and Nursery are expected to behave with consideration and care for one another. At Elton, we foster kind and respectful relationships with others as reflected in our class and whole school rules and in our P4C (Philosophy for Children), and Relationships and Health Education in the curriculum.

### **Accordingly, the school will:**

- Use a range of strategies to promote inclusion and celebrate diversity whilst actively banning bullying including work in the RHE curriculum and assemblies, work with the ELSA (Emotional Literacy Support Assistant) and individual and group advice and work with parents and staff (for example, parent workshops and staff meetings).
- Use various innovative, age appropriate and high-quality resources to challenge discriminatory behaviour including that related to race, gender, sexuality, religion and faith.
- Encourage pupils to understand how hurtful bullying (in all its forms) can be and will work closely with anyone who bullies or is bullied to prevent the behaviour from recurring.
- Provide guidelines for pupils, staff, parents and governors about pupil behaviour and how bullying should be dealt with.

These guidelines are given below:

### **Definition of Bullying:**

Bullying can be carried out by individuals or by groups of people including children, staff or parents. Bullying is a conscious desire to hurt, to threaten, to frighten someone or to obtain power over someone (usually over a period of time or on a regular basis.) This is a completely unacceptable behaviour. Bullies often try to involve other people in their behaviour. Onlookers who do nothing often contribute to the problem of bullying. If bullying is not tackled immediately, it can have serious consequences. Children bully for lots of different reasons, but mostly because they are not happy.

Bullying is **not** a one-off fight or argument, a friend sometimes being nasty, an argument with a friend, or bumping into someone whilst running/playing.

- **Physical bullying:**

Involves hitting or punching someone or using a weapon. This sort of violent behaviour is against the law, as well as being against the school rules. Physical violence towards other pupils is absolutely forbidden and will normally result in being moved to 'Red', after school detentions, internal exclusions, etc.

- **Verbal bullying:**

Involves name calling, taunting, spreading rumours or teasing someone and can be just as harmful as physical abuse. We actively promote inclusion in our school and a climate of tolerance and celebration of difference. Verbal bullying linked to gender, sexuality, race, religious belief and/or culture. Name calling can sometimes escalate into racial and sexual harassment and this is not tolerated in our school. Verbal bullying is something which the school takes very seriously. We expect all pupils to take great care in their treatment of others and have an overt and proactive programme of inclusive activities to educate children about the importance of this.

- **Other forms of bullying:**

Include ignoring and isolation, rude gestures, intimidation and extortion, for example taking someone's snack or drink, taking money, damaging someone's property, forcing someone to steal or using intimidation to scare

others. Cyber bullying will also be treated **very** seriously (See e-safety and Computing policies), and, although the school have several measures in place to prevent this, should evidence of this happening be discovered, it may result in being moved to 'Red', after school detentions, internal exclusions, etc.

- Bullying which occurs outside school premises:

School staff members have the power to discipline pupils for misbehaving outside the school premises. This may include bullying incidents occurring anywhere off the school premises, such as on school or public transport, outside the local shops, or in a town or village centre. Where bullying outside school is reported to school staff, it should be investigated and acted on. The headteacher should also consider whether it is appropriate to notify the police or anti-social behaviour coordinator in their local authority of the action taken against a pupil. If the misbehaviour could be criminal or poses a serious threat to a member of the public, the police should always be informed.

## **Guidance about Bullying**

### For Pupils

When someone is being bullied or in distress, watching and doing nothing does not help and may even suggest support for the bullying. You should take action which may include:

- **Telling an adult immediately**
- Always trying to play with other children – excluding them or not allowing them to play in your group can be hurtful.
- Not “hitting back” or joining in the same behaviour. This will only make matters worse and may result in *you* being accused of bullying.
- Not repeating unpleasant thing and threats you may hear from someone else.

### For Parents

- Watch for any signs of distress in your child; for example, an unwillingness to attend school or a pattern of illness. Other signs might be missing equipment, requests for extra money, bruises, or damaged property.
- Also watch out for your child bringing home ‘gifts’, items you have not provided money for etc.
- Take an active interest in your child’s social life and discuss friendships, the journey to and from school and any problems they may have.
- Take an interest in your child’s use of social media and mobile telephone.
- With the school, decide methods of dealing with a problem which will provide your child with support.
- Make your child aware of the support they are receiving.
- Do not encourage your child to hit back. It will only make matters worse. Try to encourage your child to walk away and report the incident to an adult.
- Inform the school at once if you think your child is behaving in a strange way and ask for a meeting with an appropriate member of staff.

## For Teachers / support staff

- Watch for signs of distress in pupils: deterioration of work, isolation, patterns of illness, erratic attendance, or the desire to remain with adults (although these could also be signs that are symptomatic of other problems).
- Listen carefully to what pupils tell you and record all the incidents on c-poms alerting appropriate staff.
- Offer immediate support to victims and put the school's procedures into operation. (see below)
- Confidentiality must always include the pastoral team and never impinge on safeguarding.
- Continue to watch for signs of further bullying.
- If appropriate, increase RHE work in the curriculum to assist children in dealing with the problems.
- If appropriate discuss ELSA support.

## School Procedures on Bullying

As a school, we respond promptly and effectively to any bullying that occurs.

1. Staff arrive as promptly as possible for any break or lunchtime duties. Clear evidence of staff on duty is itself a deterrent to bullying.
2. Racist/Sexist/Homophobic/Cyber issues should be passed on to the pastoral staff as quickly as possible to build a picture and to ensure relevant documents are completed in the office on SIMS and on CPOMS.
3. If in doubt – share with a member of the SLT.
4. The following procedures will be used by the pastoral team where appropriate:
  - Speak to both parties about unacceptable behaviour.
  - If the matter is a second incident, inform the SLT and keep a record.
  - The Behaviour for Learning Policy is to be used in conjunction with this policy for sanctions to children who persist in 'bullying' behaviours.
  - If necessary, the parents of both pupils will be invited to see the SLT/Headteacher.
  - The Headteacher will explore issues through assembly; class teachers will explore them through P4C lessons and circle time.

Pupils should be used as a positive resource in countering bullying. The problem may be discussed within a class group at circle time or during P4C or with other groups of children. Pupils should be recruited if possible, to help newcomers to be accepted. Sexual, homophobic, and racial harassment needs to be dealt with in the same way, although this must be recorded and reported upon. This will often be done through P4C using thought provoking materials, during anti-bullying week (inclusion week) as a whole school approach, and/or through assembly time.

## Pastoral Team –

Headteacher –Mr K Manning

Key stage one – Mrs. L. Roberts

Key stage two – Mrs S Higginson

SENDCo/ Behaviour Lead – Mrs S Higginson

ELSA/ Learning Mentor- Mrs T.Deakin