



Catforth Primary School

Anti-Bullying Policy

Value Statement

Bullying will not be tolerated at Catforth Primary School. It is wrong and damages both the person being bullied and the person carrying out the bullying. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable by all groups within the school community.

Principles and Objectives

All governors, school staff, pupils and parents should have an understanding of what bullying is.

All governors and school staff are aware of the school policy on bullying and follow it when bullying is reported.

All pupils and parents are aware of the school policy on bullying and what they should do if bullying takes place.

We aim to produce a safe and secure environment where everyone can learn without anxiety and measures are in place to reduce the likelihood of bullying.

It is recognised that there are some children who may be particularly susceptible to bullying behaviour. For example, children with Special Needs or disabilities, new children joining a class, children from ethnic minority backgrounds or children with other distinguishing or unusual characteristics. Staff should be especially vigilant to the possibility of such children being subjected to bullying and approach this in the same way as any other category of Child Abuse, that is, do not wait to be told before you raise concerns or deal directly with the matter. Children may not be aware that they are being bullied because of their young age or Special Needs.

What is Bullying?

We have arrived at a definition of bullying as follows:

“ the repetitive, intentional hurting of one person or group by another person or group of people, where the relationship involves an imbalance of power.”

“Lots of times, on purpose.”

An imbalance of power might involve a stronger or bigger person, or a group of people, targeting another.

There are a number of types of bullying, which all members of our school community should be made aware of. These are categorised as:

- **Verbal bullying** – name calling or making nasty comments or jokes based on sexuality, appearance, race, disability or religion.

- **Indirect bullying** – being ignored, dirty or intimidating looks or gestures, giving people the evil eye, being unfriendly, being made to feel like an outsider or spreading rumours.
- **Physical bullying** – punching, being spat at, making people do things they don't want to do, having belongings damaged or stolen, making people feel uncomfortable or scared.
- **On-line bullying** - sending nasty or threatening texts or e-mails, making threatening phone calls, taking humiliating pictures or video clips and sharing them with others, or horrible comments or threats placed on social media sites.
- **Racist bullying** – racial taunts, graffiti, gestures, refusal to co-operate with other pupils because of their race or ethnicity.

Procedures

Response to disclosures

If a child or parent raises a concern about bullying the following procedures will be followed.

- The matter will be dealt with immediately by the member of staff who has been approached.
- Both children will be spoken to, sometimes together, sometimes separately, in order to gain an understanding of what has been happening and to ascertain if it is bullying or a one off incident.

If bullying is found to have taken place:

- The bully will be helped to understand the impact of their actions and asked to apologise and make amends.
- The person who has been bullied will be reassured that they have done the right thing to tell their teachers and that we are working towards making sure it stops.
- Parents of both children will be informed of what has been taking place and steps being taken to stop the bullying.
- Class teachers should check regularly (several times a day to begin with) that the situation is improving and no further incidents have taken place.
- The Headteacher will be informed if the situation does not improve, to work with the bully and the person being bullied, sometimes together, sometimes separately, depending on the circumstances.
- A record of the situation will be made on the “Record of Bullying Incidents” form and kept centrally by the Headteacher. A copy should also be kept by the class teacher and passed up to the next class teacher along with other class records.

If it is found that bullying has not taken place:

- The parent’s concerns will be recorded on a “Record of Parental Concerns” form and kept by the Headteacher and class teacher.

Reporting and Recording

As outlined above, records of bullying incidents will be recorded on the “Record of Bullying Incidents” form and kept centrally by the Headteacher. A copy should also be kept by the class teacher and passed up to the next class teacher along with other class records.

These will be discussed regularly and analysed in order to identify any patterns and ways forward.

Support for children who have been bullied

- Children will be offered an opportunity to discuss the experience with a member of staff who they feel comfortable talking to as soon as it comes to light.
- The child will be reassured that they have done the right thing by telling someone what has been happening.
- Ongoing support will be provided by class teachers and support staff in their class.
- Other children will be asked to look out for them if necessary.
- Regularly checking in with the child and/or parent that the bullying has stopped.

Support for the bully

Bullying damages the bully as well as the person being bullied. Bullies will be supported by:

- Finding out the reasons why the bullying has taken place.
- Establishing that the behaviour was wrong and must not happen again.
- Agreeing on how they can make reparation to the person they have bullied.
- Support from the class teacher and support staff about how to make and maintain friendships.
- involving parents to ensure the child can make lasting changes.

Prevention

At Catforth Primary School, we firmly believe in developing good relationships between all members of our school community. This is the basis for a happy and productive school, where relationships are built on trust and respect.

There is no place for bullying at Catforth Primary School and where we find bullying has taken place, we act immediately to stop any further occurrences. Staff treat bullying very seriously because of the harm it causes both to the victim and the bully.

We use a variety of approaches to help prevent bullying, including:

- Circle time and PSHE in class.
- Anti-Bullying Week – raising awareness (blue ribbons) and helping children to understand that telling someone is an important way to make the bullying stop.
- Encouraging a good network of friends amongst children, where they are taught to look after each other.
- Assemblies
- Interventions from a counsellor
- School and class promises
- School Council leaflets
- Key worker groups (foundation stage)
- Parent workshops
- Assigning buddies to look after new pupils

Advice to Children

If a child feels that they are being bullied then there is some guidance that they are encouraged to follow.

- Tell a friend – they might be able to talk to an adult for you.
- Tell a teacher in school who you can talk to.
- Tell a parent or another adult at home
- If you don't want to talk about it, write a note.
- Telling someone is the right thing to do. It is not 'grassing' or 'snitching'.
- If you don't tell someone, the bullying will continue.

Advice for parents

If you think that your child is being bullied at school, we ask that you follow this guidance:

- Report the bullying to your child's class teacher or another adult you trust in school.
- Your concerns will always be investigated and you will be informed of the outcome as soon as the teachers know what has happened.
- Staff in school will work with the bully to make sure the bullying stops, but it is not appropriate to discuss details of this with you because of confidentiality.
- The parents of the bully will always be involved.
- Please do not attempt to sort the problem out yourself by either speaking to the child concerned or to their parents.

Monitoring and Evaluation

School staff will meet on a regular basis to examine any recorded incidents of bullying that have taken place. They will look for patterns of people, places or groups. They will monitor the incidence of racist bullying or that directed towards children with SEN or disabilities.

This policy is monitored by the headteacher, who reports to governors regarding the effectiveness of this policy and makes recommendations for any amendments necessary.

The anti-bullying policy is the governors' responsibility and they review its effectiveness annually. They do this in discussion with the headteacher.

Date: *November 2014*

Reviewed; *annually*

Updated; *April 2023*