



Crowcroft Park Primary School

Anti-bullying Policy

This policy has been written to underpin our core values and priorities with particular reference to our Rights Respecting ethos.

Article 3: The best interest of the child must be a top priority in all decisions and actions that affect children.

Article 12: Every child has the right to express their views, feelings and wishes in all matters affecting them, and have them taken seriously.

Article 28: Every child has the right to an education. Primary education must be free. Discipline in schools must respect children's dignity.

Article 29: Education must develop every child's personality, talents and abilities to the full. It must encourage the child's respect for human rights, as well as respect for their parents, their own and other cultures, and the environment.

Approved by: Charlotte Flower

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1. Rationale

Crowcroft Park Primary School is committed to a policy of inclusion, equality and justice. We provide a warm, caring and safe place for all our children so that they can learn and play in a relaxed and secure environment.

We believe that bullying of any kind is totally unacceptable and will not be tolerated in our school. We take all incidents of bullying seriously. No one deserves to be a victim of bullying. We believe that where bullying is challenged effectively pupils will feel safe and happy and we will demonstrate a school that cares. Everybody has the right to be treated with respect and pupils who are bullying others need to learn, with support, different ways of behaving.

At Crowcroft Park Primary School, we acknowledge that bullying can and does happen from time to time and that bullying can happen to adults in the workplace. When bullying does occur, everyone should feel able to tell and know that incidents will be dealt with promptly and effectively in accordance with our school anti-bullying policy.

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 the right to learn, live, travel and play in a safe environment where they can thrive and achieve their full potential.

Our anti-bullying policy should be read in conjunction with our school's behaviour policy.

2. What is bullying?

2.1 At Crowcroft Park Primary School we **define bullying as** follows:

Bullying is when an individual or group deliberately hurts another or makes them feel unhappy. Bullying behaviour will be repeated over a period of time and is difficult for the victim to defend against. Bullying may be racist, sexist, or homophobic. People can be bullied for any reason; because of the way they look, because of their religion, their age, because of a learning or physical disability for example.

Bullying can have a very damaging effect on the lives of victims and can inhibit full participation in education and learning, cultural, social and leisure activities. Whatever the reason, bullying is never acceptable and will not be tolerated in Crowcroft Park Primary School.

Bullying can take many forms, but the four main types are:

Physical – hitting, kicking, spitting, demanding money or belongings.

Verbal – name calling, insults, threats, making racist, sexist, homophobic or offensive remarks.

Indirect – excluding or 'blanking', spreading gossip/rumours or damaging property

Cyber - sending threatening, offensive or abusive text messages or emails, making insulting comments/posts about someone on a website, social networking site (e.g. Facebook) or blog; making or sharing derogatory videos of someone via mobile phone or email.

It should be noted that the use of ICT (Information Communication Technology) to bully could be against the law. Abusive language or images, used to bully, harass or threaten another, whether spoken or written (through electronic means) may be libellous and illegal.

2.2 Bullying is not:

It is important to understand that bullying is not the odd occasion of falling out with friends, name calling, arguments or when the occasional trick or joke is played on someone. It is bullying if it is done several times on purpose (STOP).

Children sometimes fall out and say things because they are upset. When occasional problems of this kind arise, although unkind, it is not classed as bullying. It is an important part of children's development to learn how to deal with friendship breakdowns or a childish prank. We all have to learn how to deal with these situations and develop skills to repair relationships.

3. Aims

The aim of this policy is to try to prevent and deal with any behaviour deemed as bullying. We are committed to ensuring that the school community works together to create a happy, safe, caring and stimulating environment. We continually reinforce the importance of the motto 'Treat others as you want to be treated'. The implementation of this policy will create an ethos where bullying is regarded as unacceptable so that a safe and secure environment is created for everyone to learn and work in. All members of the school community have the responsibility to recognise bullying when it occurs and take appropriate action in accordance with the school policy.

Within Crowcroft Park Primary School, we want:

- All children to feel safe to learn, play and enjoy the company of others.
- All children and adults to be treated fairly, with respect and dignity.
- All adults to feel happy and safe in the workplace.
- Everyone to listen carefully to what children and adults have to say and treat all accounts with due seriousness.

The school will set about doing this the following ways:

- The school will meet the legal requirements for all schools to have an anti-bullying policy in place.
- The school will work closely with other professional agencies to ensure that children stay safe as stated in the Children's Act 1989, the SEN and Disability Act 2001, the Government Green Paper 'Every Child Matters' 2003 (outcome 2) and The Children Act 2004. (See appendix 1 for more detailed legal framework).
- All governors, teaching and non-teaching staff, pupils and parents/guardians will have an understanding of what bullying is.
- All governors, teaching and non-teaching staff, pupils and parents/guardians will know what the school policy is on bullying.
- Pupils and parents/guardians will be assured that they will be supported when bullying is reported.
- Whole school initiatives (staff training, celebration assemblies etc) and proactive teaching strategies (PSHE lessons, circle time etc) will be used throughout the school to reduce opportunities for bullying to occur.
- A positive, caring ethos will be created within the school environment where everyone can work and express themselves free from fear of being bullied.

4. Signs and symptoms of bullying

A child may indicate, by different signs or behaviour, that he or she is being bullied. Adults should be aware of these possible signs and investigate further.

Physical: unexplained bruises, scratches, cuts, missing belongings, damaged clothes, or schoolwork, loss of appetite, stomach aches, headaches, bedwetting.

Emotional: losing interest in school, being withdrawn or secretive, unusual shows of temper, refusal to say why unhappy, high level of anxiety, mood swings, tearfulness for no reason, lack of confidence, headaches and stomach aches, signs of depression.

Behavioural: asking to be taken to school, coming home for lunch, taking longer to get home, asking for more money, using different routes to school, 'losing' more items than usual, sudden changes in behaviour and mood, concentration difficulties, truancy.

This is not a definitive list but suggests some of the signs and symptoms. These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be taken seriously and investigated as soon as possible.

5. What can you do if you are being bullied?

We want everybody to feel confident to report bullying whenever and wherever it happens and get the help they need to feel safe again. If someone is bullying you, it is important to remember that it is not your fault and there are people that can help you. Tell someone you trust, giving them as many facts as you can (Who? Where? What? When? How?). All pupils know that if they are experiencing bullying they should tell a member of staff in the first instance. Should a pupil not feel confident in talking directly with their teacher or another member of staff, then each class has a worry box in which they can leave a note.

We want our children to have strategies with which to cope with behaviour that they don't like and would like the children in our school to focus on these suggestions at home and at school.

6. What can you do if you see someone else being bullied? (The role the bystander)

Ignoring bullying is cowardly and unfair to the victim. Staying silent means that the bully has won and gives them more power. There are ways you can help without putting yourself in danger, for example tell a member of staff as soon as possible or ask someone you trust about what to do.

7. Strategies in school for the prevention and reduction of bullying

Whole school initiatives and proactive teaching strategies will be used throughout the school to develop a positive learning environment with the aim of reducing opportunities for bullying to occur. These include:

- Making national anti-bullying week a high-profile event each year.
- Raising awareness through assemblies, work in PSHE lessons and circle time discussions, as well as work in Computing lessons on E-Safety.
- Setting up circle of friends' support network to support individuals experiencing difficulties.
- Using drama and role-play activities to help children be more assertive and teach them strategies to help them deal with bullying situations.
- Training year 5 & 6 pupils to be playtime buddies (once classes are mixed again at playtimes and lunchtimes).
- Using praise and rewards to reinforce good behaviour.
- Involving parents and the wider community.
- Multi agency work – working with social services, police etc.

In addition, staff need to feel safe in order to help make the children feel safe. Staff are aware of procedures to follow in such an instance or they can contact their union for advice and support.

8. Procedures for reporting and dealing with bullying incidents

At Crowcroft Park Primary School all staff will respond calmly and consistently to all allegations and incidents of bullying. They will be taken seriously and dealt with impartially and promptly. All those involved will have the opportunity to be heard. Staff will protect and support all those involved whilst allegations and incidents are investigated and resolved. All cases of alleged bullying should be reported to the Headteacher/Deputy Headteacher or senior member of staff via CPOMS. The school's behaviour policy will be followed, as well as the following action.

8.1 The following **step by step procedures** will be followed in all cases:

- Initially, staff will listen and speak to all children involved about the incident separately.
- Appropriate action will be taken quickly to end the bullying behaviour.
- Appropriate advice will be given to help the victim.
- Staff will reinforce to the bully/ies that their behaviour is unacceptable, and they will be given a warning. The bully/ies will be asked to genuinely apologise for what they have done.
- Work will be done with the bully/ies to help him/her/them understand and change his/her/their behaviour including investigating the underlying reasons as to why they are bullying.
- In serious cases e.g. when threatening behaviour is involved, parents will be informed and invited into the school to discuss the problem. This meeting will be with a member of the Senior Leadership Team.
- After the incident has been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
- Should the bullying continue the Head teacher may make to decision to exclude the child. The parents then have the right to appeal to the Governing Body and the LEA.
- Appropriate records will be kept of all incidents on CPOMS.

8.2 What can parents/carers do?

- Talk to your child.
- Talk to the school.
- Take every suggestion about bullying very seriously.
- Encourage your child to make friends with a wide circle of children.
- Avoid speaking directly to the children involved, or their parents/carers. Always seek the support of the staff.

9. Race Equality/Inclusion Statement

The policies, system and practices at Crowcroft Park Primary School set out to promote community cohesion and to provide a high-quality educational experience for all children.

At Crowcroft Park Primary School, we do not tolerate any form of racism, bullying or harassment. Staff aim to maximise the potential of all our pupils through:

- Setting suitable learning challenges.
- Responding to children's diverse needs.
- Overcoming potential barriers to learning.

We recognise that it is the responsibility of the entire school community to seek to provide equality of opportunity for all our children regardless of culture, language, religion, ethnicity, ability, disability, gender, sexuality, or social circumstance.

10. Monitoring and evaluation of the policy

To ensure the policy is effective, it will be regularly monitored and evaluated. The Standards Committee of the governing body monitors the impact of all policies. This committee report its findings to the full governing body, and it will be amended as necessary. We aim to monitor the effectiveness of this policy through the CPOMs, class behaviour incident books, pupil and parent questionnaires and work done during Anti-Bullying week.