Anti-Bullying Policy

Designated members of staff: Gary Wright and Claire Swinburn

Chair of Governors: Alison Logan

Safeguarding Governor: Cllr. Jill Fletcher

What is Bullying?

Bullying at Usworth Colliery Primary School is considered to be 'when someone upsets you, hurts you or destroys your property on purpose, over and over again, more than once.' **(agreed by our School Council).**

OFSTED have agreed that *"Bullying, especially if left unaddressed, can have a devastating effect on individuals. It can be a barrier to their learning and have serious consequences for their mental health. Bullying which takes place at school does not only affect an individual during childhood but can have a lasting effect on their lives well into adulthood."* (DofE, July 2017).

Section 89 of the Education and Inspections Act 2006 provides that maintained schools must have measures to encourage good behaviour and prevent all forms of bullying amongst pupils. These measures should be part of the school's behaviour policy which must be communicated to all pupils, school staff and parents (DofE, July 2017).

Bullying is aggressive or insulting behaviour by an individual or group, often repeated over a period of time that intentionally hurts or harms another. There are many types of bullying and it is often motivated by prejudice against particular groups, for example: race, religion, gender, sexual orientation, special educational needs or disabilities. It is often difficult for victims to defend themselves. As a school, we aim for all governors, teaching and non-teaching staff, pupils and parents to have an understanding of what bullying is and the different forms of bullying that may occur. All governors, teaching and non-teaching staff should know what our school policy is on bullying, and follow it when bullying is reported. All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.

Bullying can include:

- Name calling
- Malicious gossip
- Teasing
- Intimidation
- Ostracising
- Cyber bullying
- Theft
- Damaging someone's property
- Violence and assault
- Jostling, pinching and kicking
- Extortion

What types of bullying are there?

• Physical Bullying
Physical bullying is the most obvious form of bullying. It occurs when children use physical actions to gain power and control over their targets. Physical bullies tend to be bigger, stronger, and more aggressive than their peers. Examples of physical bullying include kicking, hitting, punching, slapping, shoving, and other physical attacks.

• **Verbal Bullying**

Perpetrators of verbal bullying use words, statements and name-calling to gain power and control over a target. Typically, verbal bullies will use relentless insults to belittle, demean and hurt another person. This can also include relational aggression. Relational bullies often ostracise others from a group, spread rumours, manipulate situations and break confidences. The goal behind relational aggressive bullying is to increase their own social standing by controlling or bullying another person.

• **Cyberbullying**

Examples of cyberbullying include posting hurtful images, making online threats and sending hurtful emails or texts. This is on the increase due to wide availability and ease of access to the internet and on a variety of devices.

• **Prejudicial Bullying**

Prejudicial bullying is based on prejudices people have toward people of different wealth, race, religion, or sexual orientation. This type of bullying can encompass all the other types of bullying including cyber-bullying, verbal bullying, relational bullying, physical bullying and sometimes even sexual bullying.

No one deserves to be a victim of bullying. Bullying has the potential to damage the mental health of a victim. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

Staff must also be aware of those children who may be vulnerable pupils; those coming from troubled families, or those responding to emotional problems or mental health issues which may bring about a propensity to be unkind to others, or may make them more likely to fall victim to the behaviour of others.

Signs and Symptoms of Bullying

Early signs that a child is being bullied could be:

• The child being withdrawn, anxious or lacking in self-confidence
• The child being aggressive, disruptive or unreasonable
• Changes to their usual routine
• A deterioration in the child's work
• Stops eating
• They are frightened to say what is wrong
• Erratic attendance or unexplained illness
• Persistently arriving late at school
• General unhappiness or anxiety
• Changes in attitude to people at home
• The child wanting to remain with adults

Physical symptoms could include headaches, stomach aches, fainting, fits, vomiting, hyperventilation or unexplained cuts and bruises. Victims can become depressed and this can continue into their adult lives. In extreme cases, they can want to take their own lives.

These signs and behaviours could indicate other social, emotional and/or mental health problems, but bullying should be considered a possibility and should be investigated.

How can we prevent bullying?

At Usworth Colliery Primary School we have a clear understanding that bullying in any form is not acceptable. As a school we take bullying and its impact seriously. Pupils and parents should be assured that known incidents of bullying will be responded to and not tolerated. The incidence of bullying can be greatly reduced by planning ahead, by developing an ethos that is open, honest, listening and respectful of confidentiality. Below is what our school does:

- ## Positive Behaviour Management Policy

The school has a number of school rules, but the primary aim of the positive behaviour management policy is not a system to enforce rules. UCPS is committed to supporting every child to achieve their full potential. We are a rights respecting school, whose values are built on mutual trust and respect for all and expect this in the behaviours of our students. The school positive behaviour policy is therefore designed to support the way in which all members of the school can work and behave together in a supportive way. It aims to promote an environment where everyone feels happy, safe and secure.

The 'traffic light' system has been developed alongside the 'Thrive' approach which is embedded within our school. It is a means of promoting good relationships, so that people can work together with the common purpose of helping everyone to learn in a safe environment. This policy supports the school community in aiming to allow everyone to work together in an effective and considerate way.

Children are expected to:
1. Follow the Colliery Code
2. Listen carefully
3. Respect other people's property
4. Keep hands feet and objects to yourself
5. Be polite and honest
6. Be responsible for your own behaviour and learning

- ## Cross-curricular Approaches to Bullying

PSHCE lessons are designed to ensure that children are constantly aware of how to be a good friend and to recognise the signs of unhealthy and unwanted behaviours. This is done through direct and indirect teaching, using the 'Thrive' approach and in particular the focus on body language and respect, and through whole school celebrations weeks (Anti-Bullying Week, Diversity Week, Autism Awareness Week…etc.).

Through our teaching we also aim to support pupils in developing their personal assertiveness. This can cover:
- Making assertive statements
- Resisting manipulation and threats
- Dealing with name calling
- Staying calm in difficult situations
- Escaping safely from physical restraint
- Getting help from onlookers
- Boosting self esteem

How do we deal with incidents of bullying?

In dealing with bullying incidents we aim to raise awareness about bullying and the school's anti-bullying policy, increase parents understanding of what bullying is and is not and also to increase understanding for victims.

If an incident arises, it must first be raised with the class teacher who:

- Will not ignore bullying,
- Will not make premature assumptions,
- Will listen to all accounts of the incidents,
- Will make every effort to adopt a problem-solving approach, which encourages pupils to find solutions rather than simply justify themselves,
- Will record details of any bullying incidents that have happened on our online CPOMS system,
- Will be contact parents/carers where necessary, with explanations of the situation and what we are doing to resolve it,
- Will follow up to check bullying has not resumed through direct observation and careful monitoring and in conversations with the relevant staff members.

Records

The school will keep records of all incidents and the school's response. This will initially be when it has been established that the victim has been repeatedly subjected to unacceptable behaviour as defined in this policy. Confirmed cases of bullying must be recorded and followed up for a period of time afterwards. All incidents of bullying will be discussed with all relevant staff and parents of the children involved, in order that everyone can be vigilant and that further incidents by the same child(ren) may be prevented from happening in the future.

In the case of racist, homophobic, bisexual or transgender bullying, this must be reported to the Headteacher.

When, after discussion, we confirm a child has been bullying we will contact the parents/carers to discuss the issues. We will ask parents to:
- talk to the child and explain that bullying is wrong and makes others unhappy,
- try to help their child to imagine how it feels to be bullied,
- explore why the bullying has taken place,
- identify an appropriate sanction at home,
- show the child how to join in with others without bullying,
- make an appointment to see the Head Teacher as soon as possible to discuss how the school and the parents/carers together can stop the bullying,
- talk to the child regularly about how things are going at school,
- give the child lots of praise and encouragement when they are being kind and considerate to others.

Formal Action

If pupils do not respond to preventative strategies to combat bullying, we will take formal action to stop bullying behaviour. These sanctions are in line with the school's discipline policy. The school will also keep records of this including stating which sanction has been given and why.

These sanctions will include:
• A formal warning alongside the use of the 'traffic light system',
• Removal from the group,
• Withdrawal of break or lunchtime privileges (the extent of withdrawal depending upon the seriousness of the behaviour),
• Excluding the pupil from any non-essential elements of the curriculum,
• Parental involvement,
• Community Police involvement,
• Fixed period exclusion.

In the case of persistent and violent bullying, it is likely that the pupil will be permanently excluded – this is all in close work and discussion with the Headteacher and the Thrive Behaviour Team.

Cyberbullying (based on guidelines from the Department of Education)

Tackling cyberbullying

Mobile, internet and wireless technologies have increased the pace of communication and brought benefits to users worldwide. But their popularity provides increasing opportunities for misuse through 'cyberbullying'. It's crucial that children and young people, who are particularly skillful at adapting to new technology, use their mobiles and the internet safely and positively, and that they are aware of the consequences of misuse. School staff, parents and pupils of Usworth Colliery Primary School have to be constantly vigilant and work together to prevent this form of bullying and tackle it wherever it appears.
The advent of cyberbullying adds new dimensions to the problem of bullying. Unlike other forms of bullying, cyberbullying can follow children and young people into their private spaces and outside school hours; there is no safe haven for the person being bullied. Cyberbullies can communicate their messages to a wide audience with remarkable speed, and can often remain unseen and unidentifiable.

Social Media and Social Networking

Young people routinely access social media and much of their social lives are online. This can create a false sense of security; for example, chatting online feels different from chatting face to face. It can be easier to say and reveal things that wouldn't be said face to face; be cruel, aggressive or flirtatious. It is important for young people to remember that there are offline consequences to online behaviour. Comments intended to be funny can often be misinterpreted online whereas if said face to face they could be acceptable as facial expressions, body language, tone of voice and context all help to ensure that comments are taken the right way. This is not the case online. We also know that increasingly younger children are signing up to social network sites and may not have the maturity to handle their online identity in a safe and responsible way. Social networking can increase existing social pressures and reinforce a sense of isolation; for instance by people purposefully not liking a young person's status

update or photo so they seem unpopular, or by excluding them from group chats. Online bullying often involves a large audience and this increases the pressure. Parents and carers need to understand the way young people communicate with others, and the potential risks. Asking their child simply not to use technology is not a realistic way to prevent or react to cyberbullying (DofE, November 2014).

Staff at UCPS, alongside the ICT department must ensure that:

- They have sufficient knowledge to recognise and deal with cyber bullying in school,
- The curriculum teaches pupils about the risks of new communications technologies, the consequences of their misuse, and how to use them safely,
- All e-communications used on the school site or as part of school activities off-site are monitored,
- Internet blocking technologies are continually updated and harmful sites blocked,
- They work with pupils and parents to make sure new communications technologies are used safely, taking account of local and national guidance and good practice,
- Security systems are in place to prevent images and information about pupils and staff being accessed improperly from outside school,
- They work with police and other partners on managing cyberbullying.

Staff also have responsibilities in:

- teaching children safe and respectful internet etiquette,
- applying school policy in monitoring electronic messages and images (where necessary),
- giving pupils key guidance on personal privacy rights, material posted on any electronic platform and photographic images,
- taking action if a pupil is being cyber bullied or is bullying someone else,
- teaching pupils the value of e-communications and the risks and consequences of improper use, including the legal implications (KS2).

Parents of Usworth Colliery Primary School are encouraged to talk to their children and remind themselves of these guidelines:

- Don't wait for something to happen before you act. Make sure your child understands how to use these technologies safely and knows about the risks and consequences of misusing them.

- Make sure your child knows what to do if they or someone they know are being cyber bullied.

- Encourage your child to talk to you if they have any problems with cyber bullying. If they do have a problem, make a note of what your child has said, contact the school, the mobile network or the Internet Service Provider (ISP) to do something about it.

- Parental control software can limit who your child sends emails to and who he or she receives them from. It can also block access to some chat rooms.

- Moderated chat rooms are supervised by trained adults. Your Internet service provider will tell you whether they provide moderated chat services.

- Visit 'The UK Safer Internet Centre' https://www.saferinternet.org.uk/ who work with social networking sites to disseminate their safety and reporting tools and 'National Online Safety' https://nationalonlinesafety.com/

Usworth Colliery Primary School will help parents by providing up to date information to parents on current issues that have come to our attention through social media.

Bullying is everyone's problem. All staff, pupils and parents/carers should be aware that bullying exists and share a commitment to combat it and to make the school a happier place for everyone. In this digital age, parents/carers should be alert to any negative response from their child in respect of mobile phone calls, text messages, e-mails or other electronic messages.

UCPS advice to children and parents/carers

We will tell our children not to suffer in silence. This will be reinforced through general day-to-day teaching and specifically our school ethos.

During a bullying incident, pupils will be advised to:
- try to stay calm and look as confident as they can
- be firm and clear and look the bully in the eye and tell them to stop
- get away from the situation as quickly as they can
- tell an adult what has happened straight away

After they have been bullied, pupils should:
- tell a teacher or other adult at school
- tell their family and friends
- take a friend with them if they are scared to tell an adult by themselves
- not blame themselves for what has happened

When they talk to an adult about the bullying, pupils should be clear about:
- what has happened to them
- when, and how often it has happened
- who was involved
- where it happened
- who saw what happened
- what they have done about it already

Parents of a bullied child should:
- talk to the child calmly about it and reassure the child that telling them about it was the right thing to do
- make a note of what the child says
- explain that the child should report any further incidents to a teacher or other member of staff straight away
- make an appointment to see the class teacher or Headteacher as soon as possible

Whilst we make every effort to ensure that there is mutual agreement regarding the outcomes of the investigation of any bullying incidents, it may be that from time to time there is a disagreement between the school and parents. In such cases, parents/carers should follow the school's complaints procedure. This can be obtained from the school office and can also be found on the school's website.

Evaluating the policy

Responsibility for the process starts with the Headteacher, link governors and the PSHCE/School Council Lead. and involves teaching staff, pupils and parents/carers where necessary.

Written by :   Mrs Claire Swinburn

Agreed Date: September 2019

Implementation Date: September 2019

Review Date: September 2021

Signed: …………………………………………   Signed: ………………………………………….
         Head Teacher   Chair of Governors

Date: ………………………………………….   Date: ………………………………………….

Sources used:

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