

Anti bullying policy

Introduction

At Cavendish Primary School we have a zero tolerance policy towards bullying. Bullying affects everyone, not just the bullies and the victims. It also affects those other children who watch. Bullying should not be a part of school life and we will take positive action against it. We will do our best to eliminate any bullying behaviour from Cavendish Primary School and to foster an ethos of harmony and friendship, as defined by our Cavendish Code. We believe all pupils have the right to learn in a safe, supportive and caring environment without the fear of being bullied. We have a responsibility to promote citizenship and to make it clear that bullying is a form of anti-social behaviour. We have a clear policy and complaints about bullying will be dealt with firmly, fairly and promptly. This policy has been updated to ensure that the school follows the Department for Education (DfE) anti-bullying guidelines (Preventing and Tackling Bullying 2011). The policy should be read in conjunction with our school Behaviour Policy.

Aims

The aims of this policy is to outline the procedures that will be followed and the support offered if bullying is suspected.

What is bullying?

Bullying is deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. The main types of bullying are:

- Physical (e.g. hitting, kicking, damaging property)
- Verbal (e.g. name-calling, racist remarks etc.)
- Indirect (e.g. spreading rumours, excluding from social groups)
- Cyber-bullying (eg e-mail, phone, social networking sites)

Bullying can take place several times a day or once a week. It can go on unhindered for months before the victim comes forward. When investigating a complaint, we need to find out if there is any previous history.

Pupils who are being bullied may show changes in behaviour such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work pattern, lacking concentration or truanting from school.

All pupils should be encouraged to report bullying. All staff must be alert to the signs of bullying and act firmly and promptly against it in accordance with the procedures outlined in this policy.

Criminal Law

Although bullying in itself is not a specific criminal offence in the UK, it is important to bear in mind that some types of harassing or threatening behaviour – or communications – could be a criminal offence, for example under the Protection from Harassment Act 1997, the Malicious Communications Act 1988, the Communications Act 2003, and the Public Order Act 1986. If school staff feel that an offence may have been committed they should seek assistance from the police. For example, under the Malicious Communication Act 1988, it is an offence for a person to send an electronic communication to another person with the intent to cause distress or anxiety or to send an electronic communication which conveys a message which is indecent or grossly offensive, a threat, or information which is false and known or believed to be false by the sender. (Preventing and Tackling Bullying 2011)

Bullying Outside School Premises

Head teachers have a specific statutory power to discipline pupils for poor behaviour outside of the school premises. Section 89(5) of the Education and Inspections Act 2006 gives head teachers the power to regulate pupils' conduct when they are not on school premises and are not under the lawful control or charge of a member of school staff. Where bullying outside school is reported to school staff, it should be investigated and acted on. The head teacher should also consider whether it is appropriate to notify the police or anti-social behaviour coordinator in their local authority of the actions 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. (Preventing and Tackling Bullying 2011)

Cyber-Bullying

The rapid development of, and widespread access to, technology has provided a new medium for 'virtual' bullying, which can occur in or outside school. Cyber-bullying is a different form of bullying which can happen at any time, with a potentially bigger audience, and with more accessories as people forward on content at a click. For more information on how to respond to cyber-bullying and how pupils can keep themselves safe, please refer to the Childnet International and Beatbullying links on the DfE website. (Preventing and Tackling Bullying 2011). The school also publishes e-safety material on its MLE.

The role of the staff at Cavendish

As staff we will take the following action:

- Recognise that bullying can be a problem in all schools. It can happen at Cavendish as much as at any other school.
- Watch for early signs of stress, deterioration of work, suspicious illnesses, isolation, the desire to remain with adults and erratic attendance.
- Ensure that all accessible areas of the school are supervised while on duty.
- Use circle time on a regular basis. Involve the class or groups in discussion about the nature of bullying and what it feels like to be bullied. Address bullying through school assemblies.
- Listen carefully to any complaints of bullying and record any incidents.
- Find opportunities to reassure the children that there is nothing to be ashamed about in reporting that they are being bullied. Identify adults in the school community other than teachers who the children might talk to when in distress.
- Educate the children to follow the guidelines in Appendix A

- Offer the victim immediate support and help by putting the school's procedures into operation.

Procedures

The following procedures will be put into operation by staff when incidents of bullying are discovered. We will:

- Always record any reported incident of bullying. Record the action taken.
- Ensure that any serious incident or second incident involving the same victim or bully is reported to the head or deputy and recorded on SIMS.
- Consider providing the victim with a notebook (an incident diary) to write down his/her concerns and any subsequent incident. Ask the victim to show the notebook on a daily basis for the following week or until the problem seems to be resolved.
- Consider asking the bully to keep a notebook and to record events from his/her perspective.
- If appropriate, discuss the incident first with the pupils separately and then together trying to help them see the situation from each other's point of view.
- Ensure that other responsible adults, including Learning Mentors, are informed of the situation and asked to keep a look out for further problems. Ensure that the child's class teacher has been informed of any incident and the action which has been taken.
- Make clear to the bully that such behaviour is not acceptable in school but also spend time trying to understand why he/she is behaving in such a way and providing support to prevent it happening again.
- Ensure that any serious incidents or repeated incidents which are reported to the head or deputy result in parents being contacted.
- Ensure that any reports of cyber-bullying involving pupils at our school, either as victims or perpetrators, will result in the parents of all children involved being informed and the matter being investigated by the school.
- Ensure that the school's positive behaviour policy is implemented to ensure we promote an ethos and atmosphere which is not conducive to bullying.
- Make periodic checks with the victim to ensure that the problem has been resolved.
- Consult the headteacher or the deputy headteacher if unsure of the best course of action to be taken.
- All staff will take a professional attitude and respect confidentiality while sharing information when necessary to ensure correct implementation of the policy.

The following disciplinary actions may be taken:

<ul style="list-style-type: none"> • Official warnings to cease offending
<ul style="list-style-type: none"> • Exclusion from certain areas of school premises
<ul style="list-style-type: none"> • Major fixed term exclusion

<ul style="list-style-type: none">• Loss of playtimes or other privileges
<ul style="list-style-type: none">• Minor fixed term exclusion
<ul style="list-style-type: none">• Permanent exclusion.

Staff training

Individual staff training and development will be identified and individual and whole staff training will be undertaken as necessary. New staff will receive induction training.

Monitoring, evaluation and review

The policy will be reviewed annually by staff and governors and its implementation and effectiveness assessed. The policy is promoted and implemented throughout the school. The governors for child protection will also monitor the implementation of this policy.

Autumn 2014

To be reviewed Autumn 2017

APPENDIX A

What can you do if you are being bullied?

Remember silence is the bully's greatest weapon!

- a. Tell yourself that you do not deserve to be bullied and that it is wrong
- b. Be proud of who you are. It is good to be individual.
- c. Try not to show that you are upset. It is hard but a bully thrives on someone's fear
- d. Stay with a group of friends/people. There is safety in numbers.
- e. Be assertive. Walk confidently away. Go straight to a member of staff.
- f. Fighting back may make things worse. If you feel you want to fight back talk to a teacher, parent or guardian first.
- g. Generally it is best to tell an adult you trust straight away. You will get immediate support.

Adults will take you seriously and will deal with bullies in a way which will end the bullying and will not make things worse for you.

If you know someone is being bullied:

- a. Take action! Watching and doing nothing looks as if you are on the side of the bully. It makes the victim feel more unhappy and on their own.
- b. If you feel that you can not get involved, tell an adult immediately. Adults have ways of dealing with the bully without getting you into trouble.
- c. Do not be or pretend to be friends with someone who is bullying.

As a parent

- a. Look for unusual behaviour in your children. For example they may suddenly not wish to attend school, feel ill regularly or not complete their work to their normal standard.
- b. If you feel your child may be a victim of bullying behaviour, inform the school immediately. Your concerns will be taken seriously.
- c. It is important that you advise your child not to fight back. It makes matters worse.
- d. Tell your child that there is nothing wrong with him or her. It is not his or her fault that they are being bullied.
- e. Make sure that your child is fully aware of the school policy concerning bullying and that they will not be afraid to ask for help.