



Anns Grove Primary School Anti-Bullying Policy

December 2020 (to be reviewed annually)

This Anti-Bullying Policy supports our school Vision statement

Anns Grove Community is committed to providing a caring, creative and stimulating learning environment in which we will:

- Aim high
- Dream big and do everything to the best of our ability
- Promote sportsmanship school spirit and pride in our school
- Develop a strong sense of identity value our community and contribute to it
- Share our cultural backgrounds and learn how to live harmoniously and prosper in our multicultural community

Because at Anns Grove

We all shine together!

Introduction

Anns Grove Primary School is committed to 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 without fear of being bullied. Bullying is anti-social and unacceptable behaviour and affects everyone. Bullying happens in all parts of society; good schools acknowledge this and at Anns Grove we seek to be pro-active in addressing the issue. This policy is to be implemented with reference to Anns Grove Behaviour Policy.

Aims

- To ensure that everyone in the school community has an understanding of what bullying is and strategies to counter bullying.
- To ensure that all governors and teaching and non-teaching staff understand their responsibilities when bullying is reported.
- To ensure that all pupils and parents know what the school policy is on bullying, and what they should do if bullying arises.
- To develop a whole school ethos which is friendly and caring where bullying is regarded as unacceptable.
- To develop the children's sense of worth and self-esteem and ensure that they feel safe and secure at school
- To develop a whole school culture where pupils and parents are assured that they will be supported when bullying is reported.
- To describe strategies which will support the anti-bullying ethos and culture of the school and enable the school to review and monitor its success in tackling bullying.

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

learning patterns, self-esteem or attendance at school. Pupils must be encouraged to report bullying. Whilst sometimes staff may investigate cases of bullying initially, all instances must be reported to Senior Leaders via CPOMs. Teaching and support staff should be alert to the signs of bullying and act promptly and firmly against it in accordance with school policy.

Definition of Bullying

At Anns Grove we define bullying as a persistent, repeated and deliberate attempts to hurt or humiliate someone. There may sometimes be one-off incidents and whilst they may be very serious and must always be dealt with, do not fall within the definition of 'bullying'.

There are various types of bullying, but most have three things in common:

1. It is deliberately hurtful or humiliating behaviour.
2. It is repeated over time.
3. There is an imbalance of power, which makes it hard for those being bullied to defend themselves.

The four main types of bullying are:

1. Physical: including hitting, kicking, theft
2. Verbal: including name calling, racist, sexist and homophobic remarks
3. Indirect: spreading rumours, excluding someone from social groups
4. Online bullying: this is any form of bullying using technology which takes place online or through smartphones and tablets, to deliberately hurt or humiliate someone else.

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. We teach children about this and how to recognise bullying.

Signs of bullying:

There may be signs or behaviour that a child is being bullied. These may be evident at home or at school or in both locations. Any adult who notices such signs should investigate further and take action if necessary.

They may include:

- Fear of going to or from school/ Unwillingness to go to school/ Asking to move school
- Feigned illness or an increase in complaints about feeling unwell
- Crying at bedtime or disturbed sleep (including nightmares)
- Arrives home with damaged clothes or property (e.g. torn books)/
- Asks for money or steals money
- Is afraid or reluctant to use the internet or mobile phone
- Is nervous or secretive when a text or e-mail is received
- Becomes withdrawn, anxious or lacking in confidence
- Becomes aggressive, disruptive or unreasonable
- Unexplained cuts or bruises

Roles & Responsibilities

The Role of the Governors:

The governing body supports the Headteacher in implementing this policy. Any incidents of bullying are taken very seriously and acted upon. The governors require the Headteacher to keep accurate records of any bullying and to report to them the effectiveness of school anti-bullying strategies. The governors should respond promptly to any requests from a parent to investigate incidents of bullying.

In all cases, the governing body notifies the Headteacher and asks them to conduct an investigation and to report back.

The Role of the Headteacher and Senior Leaders:

It is the role of the Headteacher to implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and have access to it. The Headteacher should ensure that all staff know how to deal with incidents of bullying and have sufficient training to do so. The Headteacher should ensure that all children know that bullying is wrong and that it is unacceptable behaviour in the school. The Headteacher should ensure that the school ethos makes bullying less likely. The Headteacher should keep accurate records of any bullying and report to governors about the effectiveness of school anti-bullying strategies.

The Role of the Teachers & Support Staff:

Staff should investigate any reported or potential incidents of bullying fairly and in accordance with the school policy and procedure. Staff should record all incidents of bullying on CPOMs the electronic recording system to ensure that they are logged. Staff should support the school ethos, which makes bullying less likely. All staff should ensure that any forms of bullying are dealt with quickly and effectively and that children are educated through our PSHE curriculum is part of our wider safeguarding duty. This is the duty of all adults within school.

The Role of Parents & Carers:

Parents and carers have a responsibility to support the school's Anti-Bullying policy. Parents and carers should work positively with school to support changes to behavior by not automatically dismissing the suggestion that their own child could be involved in bullying another child. Parents and carers who are concerned that their child might be the victim or the perpetrator of bullying should contact their child's class teacher immediately.

The Role of Pupils:

Pupils have a responsibility to support the school's Anti-Bullying policy. Pupils should take responsibility for their own behaviour, look out for others and play a full part in our school ethos in which bullying is regarded as unacceptable.

Strategies

Parents can be assured that the school takes all reports of bullying very seriously. Our priority will be to support those being bullied and to stop the bullying. It is the school's responsibility to assess the seriousness of the bullying and to determine the appropriate action that should be taken.

The key principles at Anns Grove School are:

- Never ignore suspected bullying
- Listen carefully to all accounts including those children and adults who witnessed the incident
- Where the bullying is judged to be a high level of severity report it immediately to the Headteacher or a senior member of staff
- Adopt a solution-focused approach, which moves people on from justifying themselves
- Provide immediate support for the victim and the perpetrator
- Inform parents/carers straight away
- Follow up repeatedly to check that the bullying has not resumed

We will work to help and support those responsible for the bullying to understand the impact of bullying and to change their behaviour. We will assess the seriousness by asking key questions such as:

Was it done on purpose knowing it would hurt?

What was the actual hurt suffered?

How many times has the bullying taken place?

How long has the bullying been going on?

Have those involved also bullied other pupils?

Was there any provocation?

A range of strategies will be employed to support our anti-bullying ethos;

- ✓ Involvement in an Anti-bullying Week
- ✓ Regular school assemblies to highlight anti-bullying
- ✓ Teaching about bullying and how to stay safe through our PSHE and online safety curriculum
- ✓ Involvement in other anti-bullying activities with outside providers
- ✓ Peer mentor support
- ✓ Playground buddy systems
- ✓ Specific/targeted adult supervision
- ✓ 1:1 development work with an adult
- ✓ Outside agency support
- ✓ Providing a positive ethos in our school and classrooms
- ✓ Praising and celebrating success daily and weekly
- ✓ Constantly reviewing all behaviour incidents this includes bullying type behaviours
- ✓ Ensuring clear links between personal, social and health education, citizenship, religious education and other curriculum areas
- ✓ School, classroom and playground rules make clear the behaviour we expect, and our use of rewards and sanctions
- ✓ Recognise the importance of the physical organisation of our school and the organisation of breaktimes and lunchtimes to prevent bullying
- ✓ Adults modelling language and behaviours for children to follow and learn from.
- ✓ Adults challenging inappropriate and/ or abusive language.

Procedures

- If bullying is suspected or reported, the incident will be investigated immediately by the member of staff directly involved.
- If the investigation identifies it to be a bullying incident, a clear account of the incident will be recorded on our CPOMS system and Senior Leadership alerted to it.
- A Senior Leader will ensure that a strategy is put in place, communicated appropriately to all/any children involved, their parents/carers and to any relevant staff.
- Parents will be informed of the situation at the outset and updated on the outcome whether they are the parent/carer of a child who is being bullied or of a child that is subject to an allegation of bullying.
- Governors, usually the Chair of Governors, will be kept informed of any serious incidents.

If the Headteacher concludes there has been bullying appropriate measures will be used to ensure that:

- The victim is supported by actions to minimise future risk, restore self-esteem and confidence and put in place on-going support.

- The perpetrator understands that their behaviour is unacceptable, has consequences and that their behaviour must change.
- The perpetrator is supported by actions to enable them to change their behaviour.
- Monitoring takes place to ensure that changes in behaviour are sustained.

Disciplinary Steps

- Verbal warning to child and parent/carers;
- Targeted exclusions (e.g. from specific activities or parts of the school for a fixed period);
- Internal exclusions (e.g. removal to a different classroom or base for a fixed period);
- Fixed term exclusion;
- Permanent exclusion.

If parents and carers are not satisfied with the response of the Headteacher, they may wish to contact the Chair of Governors to discuss the situation or make a complaint. Should any parent or carer not be satisfied after Governor intervention then they have a further right of appeal to the Advice & Conciliation Officer at the Local Authority, who is independent of the school.

What can you do if you feel you are being bullied?

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Pupils:

- Always tell an adult, any member of staff at school will always listen, or ask your parents, carers or friends to speak to someone for you.
- Ring the National Bullying Helpline – 0845 22 55 787 or Childline – 0800 1111 or visit www.childline.org.uk

Parents and carers can contact:

- Please speak to any staff members in school
- Contact us by email at enquiries@annsgrove.sheffield.sch.uk
- www.nationalbullyinghelpline.co.uk

Please **DON'T SUFFER IN SILENCE: there is always SOMEONE TO TALK TO**