



## Anti-Bullying Policy

Required Review Frequency	FGB to determine – every 2yrs
Next Review Due:	May 2024
Committee Responsible:	Curriculum & Standards Committee
Document Location	School

Version	Approved By	Date of Approval	Key Changes
1.1	C&S Committee	22/01/2020	Policy reviewed, no changes made.
1.1	C&S Committee	09/02/2022	Policy reviewed, no changes made.

### Our aims

We want St Helen's Primary School to be a place where children feel safe and thrive both academically and socially. In order to achieve this we need to ensure the school is a bully free zone.

### How we will achieve this

There are four key strands to our approach:

- Educate every child to understand what bullying is (in a way that is appropriate to their age and stage of development)
- Help every child to exemplify the school value of 'Respect' through regular work and discussion about difference, tolerance and empathy
- Ensure all children know what to do and who to speak to, if they are being bullied or if they are concerned for a friend or fellow pupil
- Ensure parents and carers know what to do and who to speak to, if they are concerned that their child might be being bullied



## **Responsibilities**

The following roles carry responsibilities in relation to our Anti-Bullying Policy.

**Lunch break supervisors** are responsible for:

- ✓ Promoting good behaviour and positive relationships during the lunch period in accordance with the school's Behaviour Policy
- ✓ Alerting class teachers if they believe a child is being bullied or bullying others

**Teaching assistants** are responsible for:

- ✓ Promoting good behaviour and positive relationships throughout the school day in accordance with the school's Behaviour Policy
- ✓ Alerting class teachers if they believe a child is being bullied or bullying others

**Teachers** are responsible for:

- ✓ Promoting good behaviour and positive relationships throughout the school day in accordance with the school's Behaviour Policy
- ✓ Teaching children about bullying as part of PSHE (personal, social and health education) sessions
- ✓ Responding proactively to any child who they believe may be the victim of bullying e.g. a child who seems upset, worried, anxious or withdrawn (there may be other reasons for such behaviours but teachers should satisfy themselves that bullying is not the root cause)
- ✓ Responding appropriately to families who raise a concern (where the teacher suspects bullying could be the root cause)
- ✓ Monitoring the behaviour of an individual or individuals where instructed to by the Executive Head Teacher, Head of School or a member of the Senior Leadership Team

**The Head of School** is responsible for:

- ✓ Promoting good behaviour and positive relationships throughout the school day, and across the whole school, in accordance with the school's Behaviour Policy
- ✓ Ensuring children are taught about bullying as part of PSHE (personal, social and health education) curriculum
- ✓ Ensuring this policy is followed where a parent, child or member of staff raises an allegation of bullying (relating to a child)
- ✓ Working with families, children and staff to agree actions where an allegation of bullying has been made
- ✓ Monitoring any agreed actions, for a fixed period, to ensure the bullying has ceased

**Governors** are responsible for:

- ✓ Ensuring this policy is applied fairly and consistently across the school
- ✓ Monitoring the number of allegations of bullying raised
- ✓ Challenging the school's leadership and staff to eradicate bullying in all its forms

### **What is bullying?**

Bullying can mean different things to different people so it is important that we define it clearly if we are to ensure that it does not enter our school. The people at Childline have done some excellent work on this and we have 'borrowed' the following resources from their website.

**WHAT IS BULLYING?**

Bullying can mean different things:

- being called names
- being teased, put down or humiliated
- being pushed or pulled about
- having money and other stuff taken
- having rumours spread about you
- being ignored and left out
- being hit, kicked or physically hurt
- being threatened or intimidated
- being bullied through your [phone or online](#).

**childline**  
ONLINE, ON THE PHONE, ANYTIME

### **Is it bullying or just 'kids being kids'?**

Depending on your perspective or experience, you might not consider the above things bullying. You might say that it's the sort of thing that 'just happens' and that children should 'get over it' and 'toughen up'.

As a school we recognise that 'getting on and falling out' is part of childhood. We know that children can get angry or upset with their friends and that they will sometimes behave in a way that is not thoughtful or kind. Losing your cool or saying a mean thing once doesn't necessarily make you a bully but it does mean that you have strayed into a form of behaviour

that could be viewed as bullying. As a primary school we want to help children learn from their mistakes so that they are less likely to repeat them in the future.

If this policy works successfully then most incidents will be picked up at an early stage. For example, two children fall out and argue, one calls the other a mean name. The teacher learns of this and talks with both children about what happened. The child who used the rude name apologises. The teacher monitors the friendship and is satisfied that it was a 'one off' and unlikely to escalate further.

If the behaviour described above goes unchallenged, then there is a danger the child will repeat the same mistake. If the child's outbursts are directed at the same individual every time then the chances are they have become a bully without even realising it. If the child starts to encourage others to join in with the unpleasantness because they now have an 'easy victim' then things have become very serious.

### Different kinds of bullying

Bullying can come in many forms and is often directed at people who belong to a group who the bully (or bullies) consider to be different or worth less than themselves. Again, the people at Childline have done a great job in classifying some of the different kinds of bullying that can occur:

#### Homophobic

This is when someone bullies another person because of their sexual orientation. It might include saying that someone is 'gay' or using words like 'gay' as an insult.

#### Sexist

This is treating people differently just because they're female or male. For example, making fun of a girl because you think boys are better than girls. Or saying that boys can't do certain things.

#### Racist

This is treating people differently because of their race, the colour of their skin, where they're from or what they believe in. It includes using offensive words that describe race to bully people.

#### Religious

This is bullying someone because of their religion or faith. It could be making fun of their religious traditions like reading a bible, praying at a mosque or visiting a temple. It could also be treating someone without respect because of their religion.

#### Classist

This is when people decide that someone is from a particular social class and treat them badly because of it. Calling somebody a 'chav' or 'snob' could be classist bullying.

#### Xenophobic

This is when someone treats others badly or without respect because they're from a different country. It could also mean not giving people equal opportunities or attacking them because of where they're from.

#### Lookist

This is bullying someone because they look different, for example if they have ginger hair or wear glasses.

#### Disabilist

This is bullying someone because they have a disability, or using offensive language to describe people who have a disability.

If we are going to stand up to bullying then we cannot be selective – we have to stand up to bullying in all its forms, and protect any group or individual who may be vulnerable. St Helen's Primary is committed to doing so.

### Online bullying

It is well recognised that bullying can take place in both the real and online world. Online bullying is common on social media networks but is not limited to these. Any form of media (emails, text

messages, online gaming) which allow people to communicate, can potentially become a vehicle for bullying.

Parents and carers have a huge role to play in protecting their child from online bullying. This may include:

- ✓ Setting clear rules for the use of technology in the home
- ✓ Ensuring parental controls are set on the internet as well as on individual devices
- ✓ Reading 'terms and conditions' before allowing their child to sign up to certain sites (the 'terms and conditions' of most social media sites - Facebook, Instagram and Twitter to name but a few - do not allow users under the age of 13)
- ✓ Monitoring their child's use of technology and ensuring that behaviour which would not be tolerated in the real world is not accepted online *e.g. bad language and inappropriate comments are common during online gaming sessions where children are wearing headsets and speaking through microphones*

The school recognises that bullying may start online and find its way into school (or vice versa). The school will act to deal with all instances of bullying, involving its children, which it becomes aware of. This includes instances which may originate out of school hours, in the online world.

### **Parents and Carers - what to do if you think your child is being bullied**

Talk to us. It sounds simple but people sometimes wait too long to share something which is concerning them.

The scenarios below give you an indication of who to talk to and what we will do. They are, of course, just scenarios and there may be other, more appropriate actions, for us to take depending the situation.

**Scenario 1 – your child breaks down and tells you that a child in their class is repeatedly calling them names, hurting them physically and encouraging others to join in**

#### **What should you do?**

Ask for an appointment with the Head of School or Deputy Head Teacher.

Try to get as much specific information from your child as you can. Find out the names of anyone involved, the names of anyone who may have witnessed the incidents and any particular times of day when this might have taken place. Also, ask your child if they have retaliated in any way whether verbally or physically. It is important that the school has as full a picture as possible about what has been happening.

#### **What will the school do?**

- ✓ The head or deputy will meet you and try to get as much information about the incident as possible.

- ✓ They will then investigate the incident by talking to your child and any other children who may be involved.
- ✓ They will log the incident in the school's 'bullying log'.
- ✓ They will then inform you of the outcomes and any actions which they are putting into place as a result.
- ✓ They will inform all relevant staff (class teacher, lunchbreak supervisors) so that those staff are aware of the situation and understand their part in any actions.
- ✓ They will then monitor the situation (usually for around four weeks) or until the bullying has ceased.

### Scenario 2 – your child comes home from school upset because their friend called them a name

#### What should you do?

Talk with your child. Find out what was said and when. Was this the first time something like has happened or has it been happening for a while? Did the name have inappropriate connotations *e.g. fatty, big ears*, or was it simply a silly name?

If, having spoken with your child, you are left feeling uncomfortable, come and speak with the class teacher.

#### What will the school do?

- ✓ The class teacher will investigate the incident by talking to your child and any other child involved.
- ✓ If they judge it to be an incident of bullying then they will refer it to the Head of School or Deputy Head.
- ✓ If they do not judge it to be an incident of bullying but rather a 'one off' incident of inappropriate behaviour, they will record it and deal with it in line with the school's Behaviour Policy.
- ✓ They will then monitor your child's relationship with the other child and be alert to the possibility of any repeat incidents.

### Scenario 3 – your child tells you that a child from the school has been sending threatening messages via a gaming site

#### What should you do?

Ask for an appointment with the Head of School or Deputy Head Teacher.

Ask your child to show you the messages. If possible, take some screen grabs of the messages. Try to establish the full picture. How long has this been happening? How has your child responded? Are there other children involved?

Depending on the nature of the threats and the age of the child, you will need to decide whether or not the police need to be involved.

Children often use nicknames on online sites. Can you be sure that the child sending the messages is the person your child has named?

**What will the school do?**

- ✓ The school will follow the same steps described in 'scenario 1' above.
- ✓ We will also talk with you about steps you can take at home to protect your child from online bullying.

**Scenario 4 – your child seems low and says they don't have any friends****What should you do?**

Ask for an appointment with the class teacher.

Try to find out any information that would help the class teacher. Has another child done something specific? Did your child have a good friend or friends? What has changed?

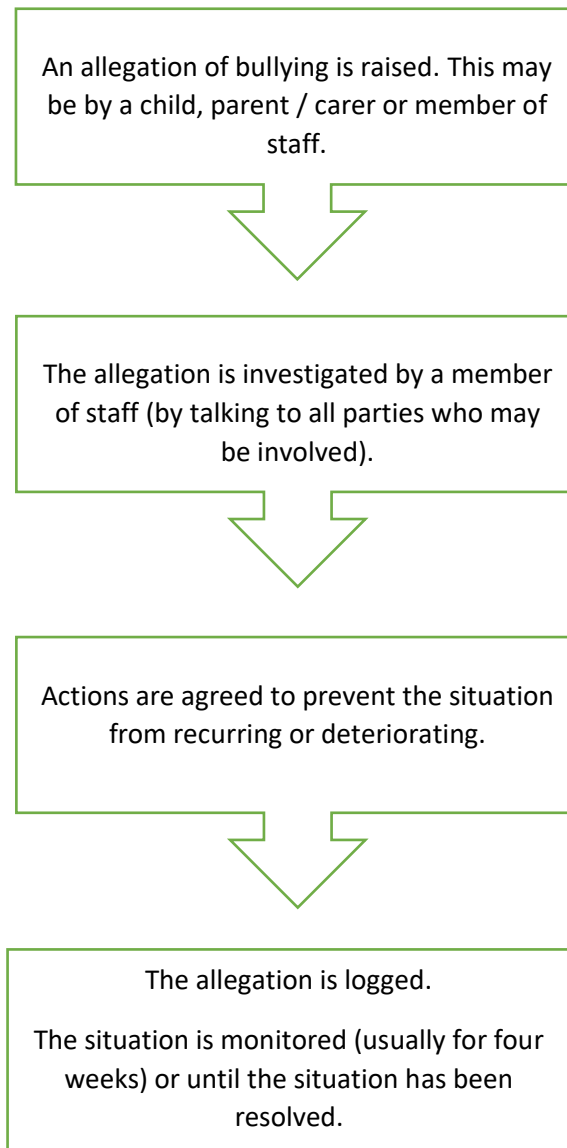
**What will the school do?**

- ✓ The teacher will listen to your concerns and add any observations they have made in relation to your child.
- ✓ The teacher will talk to your child (this may be at the same time or at a later point).
- ✓ If there doesn't appear to be anyone else involved, the teacher will try and set your child up with a friendship group.
- ✓ The teacher will then monitor the situation and keep you updated on how things are going.



## How the school will respond to allegations of bullying against a child

The chart below set out, in the simplest terms, how we will respond to any allegations of bullying which are raised. The specifics of which member of staff deals with each stage will depend on a number of factors but such incidents will always be dealt with by a teacher (as a minimum) and will usually always involve the deputy head or Head of School.



The equalities impact in relation to this policy has been assessed.

**Appendix 1 – Example of pupil’s Anti-Bullying Leaflet (available in classrooms)**

Advice about Bullying



*We are here to help!*



What should I do?

*If you are getting bullied you should tell a trusted guardian or teacher.*

*If you don't feel comfortable you should tell a friend who should then tell an adult.*

*Don't feel embarrassed. Adults are here to help.*

*Telling someone is better than keeping it inside.*

*If it doesn't get sorted it can get worse and can be bad for your mental health.*

What if I see someone getting bullied?

*If you see someone getting bullied, you should ask them to stop.*

*Tell a teacher or teacher assistant if that doesn't work.*



What is bullying?

*Bullying is where someone is repeatedly mean to you or hurts you.*

*Bullies will say mean things to try and make you upset or they will constantly try and hurt you.*

What you should not do!

*You should not be mean back. This will get you in just as much trouble as your bully.*

St Helen's School Values	
Courage	Compassion
Trust	Friendship
Justice	Generosity
Forgiveness	Respect
Truthfulness	Service
Thankfulness	Perseverance



*Even if your not great friends with every one, you can still be respectful.*

*St Helen's is one big family. We don't need to be horrible to each other.*

