

**Anti-Bullying Policy**

**2019**

**Introduction**

Urmston Primary School believes every child has an entitlement to a safe and secure environment in which they feel protected. We accept that bullying behaviour might occur in school from time to time and we take stopping / preventing any type of bullying or threatening behaviour very seriously.

Our school values include being ***kind, respectful, happy (and making others happy too), responsible, proud and resilient*** and these values are key to ensuring bullying doesn’t happen at UPS.

**Aims**

Our school’s ethos shows any form of bullying is regarded as unacceptable and works against our school values. We aim, as a school, to produce a safe and secure environment where everyone can work and learn without anxiety and one where our children support each other in all areas of school life, whilst being pro-active in eradicating bullying behaviour of any kind.

This policy aims to produce a consistent school response to any bullying incidents that may occur. We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person’s responsibilities with regard to the eradication of bullying in our school. A restorative approach to behaviour supports this aim and aids in enhancing pupils’ empowerment in confronting bullying and their responsibility in both supporting each other and accepting when they’ve made mistakes themselves. As part of our approach to bullying and PSHCE, we cover many forms of bullying including cyber, prejudiced-based, sex, gender, race, religion, disability, family and friendship. We are also members of the Anti-Bullying Alliance and keep up to date with information here, share this with parents, and partake in initiatives when possible. For further information on our restorative approach, please see our school behaviour policy.

**What is Bullying?**

Bullying is deliberate and persistent words or action taken by one or more children with the deliberate intention of distressing or hurting another child or individual, either physically or emotionally. It may involve physical aggression or words or persuading others to join in. It may involve excluding a pupil from a friendship group. It can include:

* Hitting, punching, kicking or threatening
* Calling names and hurtful remarks
* Laughing at a hurt or upset person
* Preventing someone from getting help
* Ignoring people and leaving them out
* Mocking differences
* Pressuring others to join in inappropriate behaviour
* Teasing
* Spreading tales or rumours
* Racist, sexist and other discriminatory abuse
* Isolating individuals from friendship or activity groups

**BUT** it is not bullying when two children of similar age and strength have an occasional disagreement.

**Cyberbullying**

**What is cyberbullying?**

Cyberbullying is any form of bullying that is carried out through the use of electronic media devices, such as computers, laptops, smartphones, tablets, or gaming consoles.

**What makes cyberbullying different?**

We know there is a strong link between cyberbullying and face to face bullying. Research has shown that 80% of victims of cyberbullying were also bullied face to face.There are some things that make cyberbullying different to 'traditional' bullying:

* **24-7 nature** - the nature of online activity means you can be in contact at any time.
* There is the potential for a **wider audience** and bullying incidents can stay online, for example: a photo that can’t be removed.
* **Evidence**- a lot of cyberbullying incidents allow those experiencing it to keep evidence - for example, take a screen shot - to show to school staff or police if needed.
* Potential to **hide your identity**- it is possible to hide your identity online which can make cyberbullying incidents very scary.
* **Degree of separation**- people who cyberbully often don't see the reaction of those experiencing it so it can sometimes be harder for them to see the impact of their actions

***Parents’ guide in helping their child cope with conflict:***

Most people experience bullying at some time to a greater or lesser degree. With your help we can work together to reduce and prevent it happening in or out of school.

1. Both parents and teachers need to discourage children from using force or aggression to resolve difficult situations by teaching and showing them how to co-operate, take turns, look out for one another and form friendships.

2. The school believes in firm but fair discipline and our Behaviour Policy, which we are frequently reviewing, exists to clarify how we can achieve this.

3. Watch out for signs or changes in behaviour. This may indicate that your child is being threatened, hurt, isolated or taunted **or** that he/she is doing this to others. Parents and families are often the first to detect that a problem exists – please contact the school if you are worried.

Encourage your child to:

* take responsibility for him/herself and think about others;
* develop respect for others;
* talk about their feelings;
* have access to books on friendships, feelings etc;
* think about our school values mentioned above;
* learn to share and co-operate.

**IF YOU THINK YOUR CHILD IS BEING BULLIED:**

* look out for behavioural changes like withdrawal, not wanting to come to school, etc;
* keep calm – threats to visit school or parents of other children could also cause distress to your child;
* talk quietly and calmly with him/her about this;
* make a note of what he/she says - who was involved, what happened, when and where it happened;
* reassure your child that it was sensible to tell you;
* explain to your child that if it happens again, they should tell their teacher IMMEDIATELY - this helps us to deal with the situation promptly;
* make an appointment immediately to see either the head teacher or the class teacher to explain the problem.

**WHEN YOU KEEP THE APPOINTMENT:**

* try to stay calm - bear in mind that we may have no idea that the incident has happened OR we may have a conflicting account of it;
* we need to know dates, places and names of the other children involved if these are known;
* we shall need time to follow any action through and gain a clear picture of the incident;
* ask if there is anything you can do to help your child at home or in school;
* arrange to see us regularly if necessary, so that we can discuss progress and make sure it has stopped.

**IF YOUR CHILD IS BULLYING OTHER CHILDREN:**

- keep calm – don’t immediately dismiss the idea;

- talk with your child, explain that what he/she is doing is unacceptable and makes other children unhappy – they may not realise how much they are hurting, frightening or upsetting the other person;

- help your child to develop confidence to make friends – happy people don’t need to bully;

- show your child how he/she can join in with other children without hurting them;

- do not let your child play with older children who may be using aggressive behaviour to get what they want;

- make an appointment to see someone at school. The head teacher or class teacher will welcome the opportunity to discuss the problems and suggest positive strategies;

- agree about appropriate and constructive action;

- check regularly with the class teacher as well as with your child to see how things are going on at school;

- give your child lots of praise and encouragement when he or she is displaying our positive school values and empathising with others;

- call in regularly to discuss progress both at home and school with the class teacher.

**EVERY CHILD HAS THE RIGHT TO:**

* Feel good about themselves
* Self-respect
* Consistent and fair guidelines for discipline
* Friendship, trust and honesty
* Praise for achievements great and small
* A loving and caring environment
* An opportunity to talk and try again

**Actions all adults working in school should take:**

* Promote positive, active good behaviour
* Be consistent and fair
* Take action when necessary
* Help children enjoy, celebrate and respect our differences and similarities
* Do not allow bullying anywhere, any time
* Encourage children to tell and back them up
* Use peer pressure against bullying behaviour – make it clear that children should know to tell an adult if they know bullying is going on
* Make sure children know exactly what to do if they are being bullied
* Make sure that children and adults mean the same thing when they talk about bullying
* Help children to think about strategies to use
* Find out the facts when told about an incident
* Use arenas such as circle time, friendship groups, assemblies and PSHE lessons to talk about bullying, as well as the rest of the curriculum
* Partake fully in the school’s anti-bullying week to help raise awareness
* Support the victim by allowing the chance to talk
* Support the bully by helping him/her to change the behaviour
* Use a restorative approach to enable relationships to be rebuilt
* Tell the class teacher or head teacher of any concerns, using CPOMS to log incidents
* Understand school procedures and keep informed of any action taken
* Be aware that incidents occur between pupils and some of them are not bullying

**What children can do:**

* Tell an adult they trust
* Tell themselves that they do not deserve to be bullied
* Ask their friends to help say no to bullies
* Stay with groups of children at playtime
* Try to not show that they are upset – just go and tell an adult instead
* Avoid fighting back

**Procedures for staff for dealing with bullying**

Sadly, as in any other school, despite our consistent approach to behaviour management, bullying will occasionally occur. All reported cases are taken seriously and are dealt with swiftly and sympathetically. In line with our behaviour policy, UPS staff use a restorative approach to behaviour that is embedded into our strategies and procedures.

The following procedures are in place for dealing with any such cases:

1. Good levels of observation of behaviour both in and out of the classroom.

2. Complaints from children listened to and dealt with promptly and fairly, usually by involving all parties to discuss acceptable behaviour and to apologise for inappropriate behaviour.

3. Restorative thought sheets completed during playtimes for those negatively involved in physical, mental and emotional behaviour, whether persistent or not.

4. Repeated complaints from the same child noted. Class teacher involved, and observations taken throughout school day to measure extent of the problem.

5. Complaints from parents recorded on CPOMS, including the action to be taken. Parents informed of action taken and kept informed of steps taken.

6. Teachers inform parents of both victims and aggressors of any daily incidents which could develop into a pattern of bullying.

7. In serious cases of bullying all Teachers, TA’s and Dinner Supervisors in the school are informed of the nature of the problem so that levels of observation are heightened.

8. Serious complaints from parents to be taken to the Head Teacher who will record the complaint and action taken. Parents of all involved parties will be kept informed of steps taken.

9. Where cases are not speedily resolved, parents will be notified verbally or by letter of their child’s continuing bullying behaviour and will be invited into school to discuss the complaints against their child and the schools intended course of action.

10. Should bullying persist then this can lead to fixed term or permanent exclusion from school.

**Clearly bullying, or any other unacceptable behaviour, play no part in our school environment and will be dealt with firmly and fairly. All our children understand our school rules and values and the reasons for them, as well as the sanctions that will be imposed if they are not followed.**

The following is taken from our Behaviour Policy and is worth quoting here:

*‘It is our aim that children leave our school with strong values, take responsibility for their own actions and learn from them. We hope that they move on to secondary school making their own choices because they are right ones, rather than because they might get into trouble if they don’t follow the rules. We hope that the empathy that we aim to embed will enable children to reflect and realise the impact that their positive and negative behaviour* (especially bullying) *has on others in society. Furthermore, it is our hope that we can nurture empathy amongst our pupils for those whose behaviour can be poor and even aggressive. We intend to do this by reminding our children that we all have our own stories…we don’t always know what is going on in each other’s lives to make us act the way we do.’*

Parents are also informed of the school’s expectations of its pupils through regular school communication.

This policy should be read alongside our behaviour policy.

Date of policy: September 2019

Review date: September 2021

Acting Headteacher: *Simon Parker*

Chair of Pupil Welfare and Wellbeing governors committee: *Suzanne Knights*