



Anti-Bullying Policy

Statement of Intent

Earlsdon Primary School is committed to providing a supportive, caring and safe environment in which all children are free from the fear of being bullied. As a school we take bullying and its impact seriously. Bullying of any form is not tolerated in our school, whether carried out by a child or an adult.

Staff, children and parents or carers will be made aware of the school's position on bullying. Bullying behaviour is unacceptable in any form. The school has high expectations of outstanding behaviour and we consistently challenge any behaviour that falls below this. Anyone who knows that bullying is happening is expected to tell a member of staff.

Any child who is a victim of bullying will be dealt with in a sympathetic manner. If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff informed, and then discussed with the head teacher. A clear account of the incident will be recorded. All staff will be informed so that close monitoring of the victim and bully can begin. Parents of both parties will be informed.

What is bullying?

We recognise that many children and young people will experience conflict in their relationships with other children and young people and as a school we are committed to developing empathy and the skills to manage relationships in a peaceful way that does not harm others.

In Earlsdon Primary School, our definition of bullying is:

“The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online”

Repetitive

Hurtful

Intentional

Power
imbalance

Bullying is not:

It is important to understand that 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. It is bullying if it is done several times on purpose (STOP).

Children sometimes fall out or say things because they are upset. It is an important part of children's development to learn how to deal with friendship breakdowns. We all have to learn how to deal with these situations and develop social skills to repair relationships. Bullying is something that happens intentionally and repeatedly; it is not an incident of falling out.

Why is it important to respond to bullying?

There is considerable evidence to show that bullying has both short term and longer term impact on pupils. Bullying impacts on pupils' wellbeing, can impact on attendance and become a significant barrier to learning. Bullying is associated with lower levels of school engagement and achievement both in primary and secondary schools and can lead to mental health concerns such as anxiety and depression.

Bullying is unacceptable. Our school will respond promptly and effectively to reported incidents of bullying.

In our school community:

- Everybody has the right to be treated with respect.
- Everybody has the right to feel happy and safe.
- No-one deserves to be a target of bullying.
- Pupils who bully need to learn different ways of behaving.

National research has shown that some groups of pupils are particularly vulnerable to bullying these include pupils with SEND, looked after children, pupils from minority ethnic groups or faiths, young carers, LGBT pupils and those perceived to be LGBT.

Bullying can be:

- Emotional - being unfriendly, excluding, tormenting, ridicule, humiliation
- Verbal- name calling, sarcasm, spreading rumours, threats, teasing, making rude remarks, making fun of someone
- Physical- pushing, kicking, hitting, pinching, throwing stones, biting, spitting, punching or any other forms of violence, taking or hiding someone's things
- Racist- racial taunts, graffiti, gestures, making fun of culture and religion
- Sexual – unwanted physical contact or sexually abusive or sexist comments
- Homophobic – because of/ or focussing on the issue of sexuality
- Online/ cyber – setting up 'hate websites', sending offensive text messages, emails and abusing the victims via their mobile phones
- Any unfavourable or negative comments, gestures or actions made to someone relating to their disability or special educational needs.
- Transphobic – because of gender identity or perceived gender identity

Preventing Bullying

We foster a clear understanding that bullying, in any form, is unacceptable. We believe that preventing bullying is the responsibility of our whole school community and when there are incidents of bullying we will work together to deal with the situation and to learn from what has happened. In our school we do this by:

- Using assemblies and circle time in class to ensure that pupils understand the differences between relational conflict and bullying.
- Building a positive ethos based on respecting and celebrating all types of difference in our school.
- Creating a safe and happy environment, with consequent positive relationships that have an impact on learning and achievement.
- Having a positive ethos that all pupils, staff and parents understand.
- Work in school which develops empathy, social skills and emotional understanding e.g. PSHE, Citizenship, social and emotional learning programmes, circle time and peer mediation.
- Secure the safety of the target of bullying and to take actions to stop the bullying from happening again.
- Whole school learning - reflection on what we have learnt.
- Think about any safeguarding concern and report concerns to Designated Safeguarding Lead.
- Provide assurances to the child that concerns have been listened to and action will be taken.
- Consider who else is involved and what roles they have taken.
- Send clear message that the bullying must stop.
- Work with both parties to find solutions. Identify the most effective way of preventing reoccurrence and any consequences.
- Reflect and learn from bullying episodes –consider what needs to happen next to prevent future bullying e.g. PSHE, training etc.
- Raising awareness of online bullying through regular e-safety lessons.
- Adopting a social model approach to bullying as outlined by the Anti Bullying Alliance. Diversity is valued and everyone is included in our school.
- Focussed work with individuals and groups of pupils where required to support understanding and development of social skills e.g. social skills groups, friendship groups
- Ensuring playground and lunchtime staff are trained and we have a range of activities at lunchtime to promote positive play.
- Offering training to all school staff around bullying, including specific guidance on those groups who are most likely to be bullied

Procedures for reporting and responding to bullying incidents

The following is a list of actions available to staff depending on the perceived seriousness of the situation. The emphasis is always on a caring, listening approach as children who display bullying behaviours are often victims too – that is why they bully.

- All reported instances of bullying are referred to a member of the leadership team to be fully investigated and recorded.

- Discussions at length with the victim. This will require patience and understanding.
- Discussions with the perpetrator. Share the details and ask them to tell the truth about the situation/ incident. Make it clear that bullying is not acceptable at Earlsdon Primary School.
- Sanctions will be in line with the Behaviour Policy and parents will be informed of issues and consequences.
- Separate discussions with the parents of the perpetrator and victim.
- Continue monitoring the situation by observing at playtimes/ lunchtimes and having discussions with the individuals to ensure that there is no repetition.
- Pastoral support will be offered to support individual/ small groups of children.

In order to identify incidents of bullying and the identities and children displaying bullying behaviour, at Earlsdon Primary School we have agreed to use the following strategies:

- All staff to watch for early signs of distress in pupils
- All staff will listen, believe and act
- Worries/ Suggestions Box where children can confidentially post written notes if they feel they cannot speak about their problem
- Peer and pastoral support will be available during the school day
- Posters will be displayed in school dissuading children from bullying
- The ChildLine telephone number will be displayed clearly in school
- Children will regularly be taught how to recognise and respond if they are being bullied or if they witness bullying (STOP- Several Times on Purpose)
- Undertake regular questionnaires and surveys to monitor the extent of bullying in school and the effectiveness of this policy
- Raise awareness of bullying by regularly supporting national anti-bullying events and initiatives.

Procedures for parents:

If a parent has any concerns about their child they should speak to the class teacher immediately. If a parent thinks bullying is the issue, the matter will be referred to a member of the Senior Leadership Team who will monitor the situation closely. The school will work with both the child and the parents to ensure that any bullying is stopped and that support is given where needed.

- Parents should not confront the child involved or their parents. This can complicate the situation and distress the pupil.
- The school will deal directly with all children involved and their parents directly. Parents will be kept informed of any actions the school is taking.
- If parents feel that their concern has not been dealt with appropriately they should follow the schools complaints policy.

All members of the school community, including pupils, staff, parents and governors, are expected to treat everyone with dignity and respect at all times; this includes both face-to-face and online contact.

November 2023

Agreed by Governors December 2023