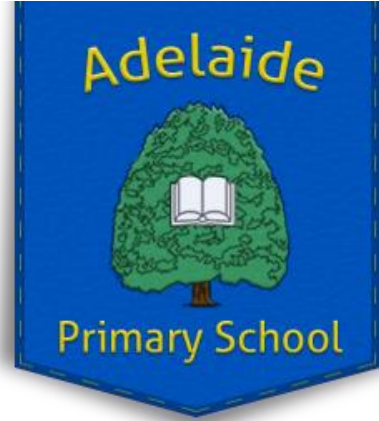


Adelaide Primary School



Anti-Bullying Policy

Respect – Equality - Effort

“Our vision is to provide all of our children with a body of knowledge, skills and vocabulary alongside the development of an exceptional character so that they thrive and succeed in all that they do!”

Our children experience an inspirational learning journey that develops a genuine thirst for knowledge and curiosity of the possibilities that sit within the wider world around them.

Our children deserve the very best and the [Adelaide Curriculum Experience](#) gives them the opportunities, knowledge, skills and vocabulary alongside the personal attributes and attitudes to inspire them to be the best that they can be.

Ratified by Governors: June 2021

To be updated: June 2022

Adelaide Primary School

Anti-Bullying Policy

Other related school policies that support this Anti Bullying Policy include Behaviour, Safeguarding, E safety, Single Equality Scheme, Health & Safety.

- Head teacher responsible: S Kernan
- Head of school: S Adkinson
- Safeguarding: S Adkinson / C Whitlam (Safeguarding Lead and deputy), K Garmston (Child protection coordinator)
- Safeguarding Governor: P Warrick
- Emotional Well Being: E Cooke & S Horsfield
- E Safety: S Adkinson / C Whitlam / A Smith
- PSHE Lead: L Phillips

Introduction

At Adelaide Primary School we do not discriminate against any child or adult on the grounds of race, disability, gender, age, gender reassignment, pregnancy, maternity, religion or belief, sex, or sexual orientation. We embrace the individuality of all our community members and comply fully with the Equality Act 2010.

Bullying hurts. Everyone has the right to be treated with respect. Bullying of any kind is unacceptable at our school.

We are committed to providing a caring, friendly and safe environment so all pupils can learn in a relaxed and secure atmosphere.

If bullying does occur, all pupils should be able to tell someone and feel assured that incidents will be dealt with promptly and effectively. Anyone who knows that bullying is happening is expected to report it. Pupils who are bullying need to be supported in learning more appropriate ways of behaving.

Aims and objectives

Bullying is wrong and damages individual children. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable.

We aim, as a school, to produce a safe and secure environment where all can learn without anxiety. 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.

It is important to understand that bullying is not odd occasion falling out with friends, name calling, arguments or when the occasional 'joke' is played on someone. Children and young people do sometimes fall out or say things because they are upset. When occasional problems like this kind arise, it is not necessarily classed as bullying unless it is done repeatedly and on purpose.

What is bullying?

Bullying is repeated, deliberately hurtful behaviour that has the intention of causing pain and distress to the victim.

Bullying can be:

- Emotional – being unfriendly, excluding someone, and tormenting e.g. hiding books, threatening gestures.
- Physical – any use of violence e.g. pushing, hitting, kicking.
- Indirect – making gestures (a clenched fist), body language (swagger)
- Exclusion – excluding someone from social groups in order to intimidate
- Racist/Religion – racial taunts, graffiti, gestures, segregation.
- Sexual - unwanted physical contact or sexually abusive contacts.
- Homophobic – because of, or focussing on the issue of sexuality.
- Verbal – name calling, sarcasm, spreading rumours, teasing.
- Extortion – forcing someone to hand over sweets, belongings etc
- Hiding things – hiding coats, shoes etc
- Spoiling things – scribbling on work or destroying a game
- On-line – all areas of ICT e.g. misuse of email, facebook, chat room, threats made by phone calls or texts, misuse of camera or video.

Those affected by physical disabilities or SEN issues can be particularly vulnerable of the above.

These actions only constitute bullying if they are carried out repeatedly.

Roles and Responsibilities

The Governing Body

The governing body supports the headteacher in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the governing body does not allow bullying to take place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

The governing body is responsible for the Anti-Bullying Policy, and for ensuring that it is regularly monitored and reviewed. The Governing Body will:

- Support the Head Teacher and the staff in the implementation of this policy.
- Be fully informed on matters concerning anti-bullying.
- Regularly monitor incident reports and actions taken to be aware of the effectiveness of this policy.

- Appoint a member of the governing body to have a specific responsibility for bullying.

The governing body responds within ten days to any request from a parent to investigate incidents of bullying. In all cases, the governing body notifies the headteacher and asks him/her to conduct an investigation into the case and to report back to a representative of the governing body.

Head of School and Senior Leadership Team

The Head Teacher, Head of school and the senior leadership team are responsible for implementing the anti-bullying policy and will ensure that:

- Bullying is addressed as an issue in the curriculum.
- All staff receive training that addresses bullying behaviour.
- The governing body is regularly provided with information regarding issues concerning behaviour management, including bullying.
- A senior member of staff is appointed to be responsible for the monitoring of the policy and anti-bullying strategies.

The leadership team ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The children's attention is drawn to this fact at suitable moments. For example, if an incident occurs, the headteacher may decide to use assembly as a forum in which to discuss with other children why this behaviour was wrong, and why a pupil is being punished.

The leadership team ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying. The school sets a climate of mutual support and praise for success, along with following the Restorative Practices Model, therefore making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

Victims of bullying need to be able to communicate with school staff which means that it is important to build up a feeling of trust between pupils and adults in the school. In cases of persistent bullying the Emotional Well Being Team and the class teacher will work together to establish the facts and liaise with children and their parents.

Staff

All staff in our school take all forms of bullying seriously and intervene to prevent incidents from taking place. All staff members have a vital role to play as they are at the forefront of behaviour management and supporting children's sense of personal safety and well-being in school.

All members of staff will:

- Provide children with a good role model
- Provide children with a framework of behaviour including class rules which support the school policy
- Emphasise and behave in a respectful and caring manner to create a positive atmosphere
- Always be aware and take action when there are concerns about bullying
- Report and record all allegations of bullying following the school's policy

If staff witness an act of bullying, they do all they can to support the child who is being bullied:

- Discuss with the victim. This will require patience and understanding.
- Identify the bully/bullies. Obtain witnesses, if possible, and record their response.
- Confront the bully with the detail and ask them to tell the truth. Make it clear that bullying is not acceptable at our school.
- Record the incident on CPOMs and inform senior members of staff
- Inform the parents of both the alleged victim and perpetrator.
- Investigate fully.

- Outcome:
 - Use age-appropriate sanction (refer to Behaviour policy)
 - Hold successful Restorative Circle
 - Ensure all parties feel the incident is resolved fully

- Continue to monitor the victim and record all actions and outcomes on CPOMs
- The victim and the parents of the victim to give an evaluation/ satisfaction rating on how they feel the incident has been dealt with.
- Involve external agencies, if necessary.
- As a last resort, if the incident(s) still continue, the school may utilise the behaviour policy.

Parents/Carers

We expect that parents/carers will understand and engage in everything that is being done to ensure their child enjoys, and is safe, at our school, and that they will support us in helping us meet our aims. We want them to feel confident that everything is being done to ensure all children are happy and safe at school.

Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school (as shared in the home-school agreement).

If you think your child is being bullied you should talk to the class teacher, or a member of the Wellbeing team, as soon as possible.

Advice for parents:

Notice any of the following:	Take the following actions:
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<ul style="list-style-type: none"> • If your child is seeking more/less attention • Not wanting to come to school • Having frequent minor illnesses • Any bruises or torn clothing • Becoming withdrawn • Any change in behaviour 	<ul style="list-style-type: none"> • Take the matter seriously • Make a diary of incidents • Help your child deal with the situation • Do not approach the bully • Do not tell your child to fight back • Contact the school
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If parents/carers are not satisfied with the response to any reports of bullying, they should contact the Headteacher, Head of school or any senior leaders. If they remain dissatisfied, they should follow the school's complaints procedures.

Pupils

Children must know that bullying is wrong and that it is unacceptable behaviour in our school and in the community at large.

We expect children to respect one another and to adopt a responsible and caring attitude towards their peers. They are encouraged to be a 'good friend' to recipients of hurtful behaviour.

Children are also encouraged to take an active part in the prevention of bullying using a range of strategies eg: Jigsaw curriculum, themed assemblies, class circles, peer support, national events (Anti Bullying and/or On-Line Safety week) etc.

We expect that pupils will:

- Support the Head Teacher and staff in the implementation of this policy.
- Will not bully anyone else, or encourage, or support bullying by others in any way.
- Will tell a trusted adult e.g. member of staff or parent, if they are feeling bullied.
- Will report to a trusted adult e.g. member of staff or parent, if they know or suspect that someone else is being bullied.
- Recognise that being a bystander is not acceptable, and understand how their silence supports bullying and makes them partly responsible for what happens to the victim of bullying.

Prevention Methods

Adelaide Primary School actively encourages positive relationships throughout the school and gives opportunity for discussion and problem solving. All children take part in:

- School/class/circle rules
- Themed class assemblies
- Whole school assemblies
- Restorative circles (needs lead)
- Computing and PSHE curriculum
- Friendship groups
- National awareness weeks (including national anti-bullying week, national E-Safety week, national SRE week)
- Support from full time Emotional Wellbeing Worker
- School Council involvement in ideas to promote awareness e.g. leaflet and poster design.
- Use of worry boxes / worry mosters
- Emotional barometer daily check-ins

Procedures

When a bullying issue is identified or reported, the class teacher, the Emotional Wellbeing Worker, the Child Protection Co-ordinator or a senior leader, will investigate and establish the facts.

A restorative process draws all involved together, including witnesses where necessary, and attempts to resolve the issue and repair the harm, giving a chance for apologies and a way forward for all parties.

- Parents will be made aware of the process. In more serious incidents the parents will be involved. Any sanctions will be discussed and agreed within the process.
- A report of the incident is recorded by the Emotional Wellbeing Worker. This includes the noting of involvement of parents, outcomes and sanctions. Once an incident has been logged, regular checks will take place (daily in first instance, then weekly, half termly) to ensure no further problems occur and all parties feel safe and happy.
- Other agencies may be consulted for additional support or advice:
 - Anti-bullying Alliance www.anti-bullyingalliance.org.uk
 - NSPCC www.nspcc.org.uk
 - Barnados www.barnados.org.uk
 - The Community Anti-bullying Project
 - Kidzaware www.kidzaware.co.uk
 - Kidscape www.kidscape.org.uk

Managing Online bullying

Many young people and adults find using the internet and mobile phones a positive and creative part of their everyday life. Unfortunately, technologies can also be used negatively. When children are the target of bullying via mobiles phones, gaming or the internet, they can often feel very alone, particularly if the adults around them do not understand cyberbullying and its effects. A once previously safe and enjoyable environment or activity can become threatening, harmful and a source of anxiety.

It is essential that children, young people, organisations, and parents/carers understand how online bullying is different from other forms of bullying, how it can affect people and how to respond and combat misuse. Promoting a culture of confident users will support innovation and safety.

Schools have the power to discipline pupils for misbehaving outside the school premises 'to such an extent as is reasonable'. This can relate to any bullying incidents occurring anywhere off the school premises, such as on school or public transport, outside the local shops, or in a town or village centre.

Childnet have produced resources and guidance that can be used to give practical advice and guidance on online bullying: <http://www.digizen.org/>

Other useful websites include:

- Childline www.childline.org.uk
- Kidscape <https://www.kidscape.org.uk>
- Anti-bullying Alliance <https://www.anti-bullyingalliance.org.uk>
- Headstart Hull <https://www.howareyoufeeling.org.uk>

Online bullying (along with all forms of bullying) will not be tolerated. There will be clear procedures in place to support anyone affected by online bullying. All incidents of online bullying reported to the school will be recorded on our CPOMS system under E-Safety.

There will be clear procedures in place to investigate incidents or allegations of online bullying:

- Children and young people, staff/volunteers and parents/carers will be advised to keep a record of the bullying as evidence.
- We will take steps to identify the bully, where appropriate, such as examining system logs, identifying and interviewing possible witnesses, and contacting the service provider and the police, if necessary.

Sanctions for those involved in online bullying may include:

- The bully will be asked to remove any material deemed to be inappropriate or offensive.
- A service provider may be contacted to remove content.
- Internet access may be suspended for the user for a period of time.
- Parents/carers may be informed.
- The Police will be contacted if a criminal offence is suspected.

Complaints Procedures

If parents/carers are not satisfied with the response to any reports of bullying, they should contact the Headteacher. If they remain dissatisfied, they should follow the school's complaints procedures.

This policy should be read in conjunction with the following Policies -

- Attendance
- Safeguarding/Child Protection
- Behaviour
- E Safeguarding
- Complaints procedures
- Positive handling
- Whistle Blowing

Prepared by: Suzanne Adkinson (Head of school)

Approved by: Local Governing Body

Issue date: Summer 2021

Review date: Summer 2022