

Arden Primary School

Arden is a safe and creative environment: a happy, positive, vibrant and forward-thinking community where each child and adult is valued and able to learn play and achieve.

Anti-Bullying Policy

=

THE DEVELOPMENT OF THIS POLICY

This policy was developed through consultation with the following groups:

- Year 5 and 6 pupil representatives
- Pupil councillors
- Staff.
- NG Coordinator.
- Governing Body.
- Parent Link Worker.
- Parent Working Party

WHAT IS BULLYING?

Bullying can take many forms. In Arden Primary School we pay particular attention to the following types of bullying:

- **PHYSICAL** – hitting, kicking, taking another’s belongings.
- **VERBAL** – name calling, insulting, making offensive remarks.
- **INDIRECT** – spreading nasty stories about someone, exclusion from social groups, spreading malicious rumours.
- **RACIAL** –harassment and racist bullying.
- **SEXUAL** –bullying motivated by gender or homophobia.
- **DISABILITY** -bullying motivated by disability or special educational needs.

OUR SCHOOL’S VALUES AND BELIEFS

- All pupils have a right to feel happy, safe and included.
- Pupils have the right to work in an environment without harassment, intimidation or fear.
- All bullying of any sort is therefore unacceptable; and all pupils who experience bullying will be supported.

We recognise the effects that bullying can have on an individual’s feelings of self worth, therefore the school community will actively promote an anti-bullying environment.

HOW WE CREATE AN ANTI-BULLYING ENVIRONMENT IN OUR SCHOOL

- We make it clear in the information we give to parents when they join our school that **bullying will not be tolerated.**
- Our school's **Behaviour Policy** outlines how we promote positive behaviour in school through our '**Values Education**'. Each month we focus on a different agreed '**Value**'. We display the '**Value of the month**' in the main entrance and all children are encouraged to write and draw comments to add to the board.
- Our **Curriculum** is used to raise awareness about bullying. Mainly through **PSHE/SRE** and **Circle Time**, we increase understanding for victims, teach pupils how constructively to manage their relationships with others, which helps to build an anti-bullying ethos in the school.
- We use **school assemblies** and **collective worship** to reinforce our message that bullying will not be tolerated.
- Year 5 and 6 **peer mediators**, help to prevent playground bullying. They are trained how to help others solve disputes without taking sides. Mediation shelters are available outside for such consultations.
- Our **Pupil Council** offers a forum in which concerns about bullying can be discussed on a regular basis. Therefore any specific or general concerns about bullying in school can be put on the pupil council agenda board anonymously.
- **Periodic poster campaigns and poster competitions** are used to remind children that bullying is not acceptable, and to tell them what to do if they are bullied.
- **Play leaders** (teachers, teaching assistants, pupils and non-teaching staff) lead or supervise playground activities during lunchtime, to help eliminate bullying incidents.

HOW TO REPORT BULLYING INCIDENTS WHEN THEY OCCUR

- Pupils who have been bullied **should report this to any member of staff** in school.
- Pupils who see others being bullied **should report this to their class teacher.**
- Members of staff who receive reports that a pupil has been bullied **should report this to the Headteacher, Deputy headteacher or the Assistant Headteacher(s).**
- The Headteacher, Deputy headteacher or the Assistant Headteacher (s) **will log reports** of bullying.
- **Where bullying is of a racist nature, we will report this to the Local Education Authority using the Racial Incident Report Form** and notify the parents of the children involved.

HOW WE RESPOND TO BULLYING IN OUR SCHOOL

PUPILS WHO ARE BEING BULLIED

- When bullying occurs we will contact the parents at an early stage.
- We will provide support to pupils who are bullied. They will be reassured that they do not deserve to be bullied and this is not their fault.
- We will assure them that it was right to report the incident and we will encourage them to talk about how they feel.
- We will try to ascertain the extent of the problem and we will engage them in making choices about how the matter may be resolved.
- We will try to ensure that they feel safe by discussing strategies for being safe and staying safe.
- We will ask them to report immediately any further incidents to us.
- We will affirm that bullying can be stopped and that our school will persist with intervention until it does.

PUPILS WHO ARE INVOLVED IN BULLYING

- We will interview the pupil (or pupils) involved in bullying separately.
- We will listen to their version of events.
- We will talk to anyone else who may have witnessed the bullying.
- We will reinforce the message that bullying is not acceptable, and we expect the bullying to stop.
- We will affirm that it is right for pupils to let us know when they are being bullied.
- When bullying occurs we will log the incident and contact the parents at an early stage.
- **Where appropriate, we will adopt a joint problem solving approach and ask pupils involved to help us find a solution to the problem. This will encourage pupils involved to take responsibility for the emotional and social needs of others. This will be at the Headteacher's discretion.**
- We will consider guidance under the school's Behaviour Policy.
- We will advise pupils responsible for bullying that we will be checking to ensure that bullying stops.
- We will ensure that those involved know that we have done so.

For all concerned, we will follow up after incidents to check that the bullying has not started again. We will do this within two weeks, and again within the following half term.

WHEN TOUGHER MEASURES ARE NEEDED we will invoke the following from the school's Behaviour Policy. These can include:

- Missing part of break time, and lunchtime privileges.
- Being put on report
- Exclusion from school (fixed term or permanent).

HOW WE RESPOND TO BULLYING OUTSIDE THE SCHOOL PREMISES

Although schools are not responsible for bullying that occurs off the premises, our aim is to establish an anti-bullying school culture, which permeates outside into the local community. Where a pupil or parent tell us of bullying off the school premises we will:

- Talk to pupils about how to avoid or handle bullying outside of school
- Talk to the Headteacher of another school whose pupils are bullying
- Advise parents to report the incident to the police. In some instances we will contact and talk to the police.

EVALUATING OUR POLICY

We will evaluate our anti-bullying policy using the following measures:

- The number of incidents that are reported to staff over the school year.
- Pupils' perceptions of bullying in school through structured discussions in class time and/or pupil questionnaires.

This policy was drawn up by Mrs S. M. Fox

The policy applies to **all** pupils on the school role.

Related Policies:

- Nurture Policy
- Learning Mentor Policy
- Confidentiality
- Equal Opportunity
- Values Education
- PSHE/Citizenship