



Ownership	Headteacher
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Approved by Governors	28/11/18
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ANTI-BULLYING POLICY

The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied.

Bullying is unacceptable and will not be tolerated. At Stower Provost Community Primary School is taken very seriously and we take a zero tolerance approach to this behaviour.

Definition of Bullying

Bullying is defined as:

“Behaviour by an individual or group, repeated over time, that intentionally hurts another person or group either physically or emotionally”.

Bullying can happen in different ways.

Bullying may be motivated by prejudice against particular groups. Individuals or groups may be targeted based on race, gender, religion, sexual orientation/identity. As in the adult world, we believe it is important to recognise the severity of “hate language” or discriminatory bullying.

We are also mindful and vigilant of how a young person may be targeted because they are “different” or perceived to be different by others. This includes disabled groups or specific conditions.

ANY incident of bullying is to be taken equally seriously.

Some people use technology to bully others. This is called cyber-bullying. We have a distinct policy for e-safety and would record and report any issues that take place in the cyber space in the same manner in which we would record any of the types of bullying listed below.

We encourage parents and carers to be vigilant in how their children use the internet. We would encourage parents/carers to regulate/ monitor any use of social media.

Types of Bullying

There are many different types of bullying that can be experienced by children and adults alike, some are obvious to spot while others can be more subtle. The different types of bullying that we look at below are some of the ways that bullying could be happening.

Physical bullying

Physical bullying includes hitting, kicking, tripping, pinching and pushing or damaging property. Physical bullying causes both short term and long term damage.

Verbal bullying

Verbal bullying includes name calling, insults, teasing, intimidation, homophobic or racist remarks, or verbal abuse. While verbal bullying can start off harmless, it can escalate to levels which start affecting the individual target. Keep reading in this section for techniques to deal with verbal bullying.

Social bullying

Social bullying, sometimes referred to as covert bullying, is often harder to recognise and can be carried out behind the bullied person's back. It is designed to harm someone's social reputation and/or cause humiliation. Social bullying includes:

- lying and spreading rumours
- negative facial or physical gestures, menacing or contemptuous looks
- playing nasty jokes to embarrass and humiliate, including 'Upskirting', which is now a criminal offence
- mimicking unkindly
- encouraging others to socially exclude someone
- damaging someone's social reputation or social acceptance.

Cyber bullying

Cyber bullying can be overt or covert bullying behaviours using digital technologies, including hardware such as computers and smartphones, and software such as social media, instant messaging, texts, websites and other online platforms.

Cyber bullying can happen at any time. It can be in public or in private and sometimes only known to the target and the person bullying. Cyber bullying can include:

- Abusive or hurtful texts emails or posts, images or videos, including 'sexting'

- Deliberately excluding others online
- Nasty gossip or rumours
- Imitating others online or using their log-in

Recognising Bullying.

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. All Stower Provost Community Primary School pupils are encouraged to report bullying or suspected bullying in school and are supported if they do so. The school takes part in the anti-bullying week and pupils learn about the signs of bullying and the types of bullying through the PSHE curriculum.

ALL staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with the school code of conduct.

Statutory duty of schools

Head Teachers have a legal duty to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils.

Implementation

The following steps may be taken when dealing with incidents:

- if bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached
- a clear account of the incident will be recorded and given to the class tutor
- a Senior Member of staff will interview all concerned and will record the incident
- Class Teachers have the initial pastoral responsibility and should inform parents/carers.
- The senior leadership team will be aware of any issues and may take further actions as needed
- A letter re the incidence of bullying should be send home and copied for the pupil's record (see appendix 1)
- Where the incident of bullying is specifically in regard to discriminatory behaviours, a letter is issued to highlight this specific type of unacceptable behaviour (see appendix 2). A copy is also retained on the pupil's record.
- Ailsa Boardman-Hirst (Headteacher) maintains a record of bullying issues.
- Logical consequence, reparation/resolution and community service measures may be used as well as detentions in order to complete post incident learning.
- Where bullying, is sustained despite early efforts, Senior Leaders may take further actions to ensure the welfare of others. This is in line with the school's behaviour policy. **Pupils who have been bullied will be supported by:**
- offering an immediate opportunity to discuss the experience with a form tutor or other member of staff
- reassuring the pupil and offering continuous support
- restoring self-esteem and confidence

- Sharing the incident with home to ensure they are away of the issue and reassure parent/carers that action is taken. We may follow up in writing.

Pupils who have bullied will be helped by:

- discussing what happened using the Post Incident Learning format
- informing parents or guardians to help change the behaviours of the pupil and reinforce the school stance on bullying
- Interventions may be used where external issues are a factor

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHE, form tutorial time, assemblies and subject areas, as appropriate. At Stower Provost Community Primary School we encourage celebration of diversity and equality as part of our school ethos and aims.

Monitoring, evaluation and review

The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.

APPENDIX 1

INCIDENT OF BULLYING

Dear

At our school, we are kind, respectful and considerate. We make it very clear that any form of bullying is never acceptable at Stower Provost Community Primary School.

I am disappointed to report that (Pupil) has displayed bullying behaviours to classmate/peer/other. This has been reported by (X) and involves (behaviours/type of bullying) .

May we please ask that you take the opportunity to reinforce the message of how very wrong this behaviour is and will not be accepted in school.

We are required by law to monitor these incidents.

Bullying is defined as “Behaviour by an individual or group, repeated over time, that intentionally hurts another person or group either physically or emotionally”. It is clear to me that the behaviours are both intentional and hurtful.

Continuation of this will result in more serious consequences.

We strive for an environment where all pupils feel safe and happy. Whilst we fully expect that (his/her) inappropriate behaviour is not repeated, we also want to ensure you feel we are available to be contacted regarding this or any matter to support (Pupil) in future. Yours sincerely

Ailsa Boardman-Hirst

Head Teacher

APPENDIX 2

USE OF DISCRIMINATORY LANGUAGE

Dear

At Stower Provost, we are kind, respectful and considerate. We make it very clear that any form of bullying is never acceptable at Stower Provost Community Primary School.

We make it very clear that any form of discriminatory or hate language is never acceptable at Stower Provost Community Primary School. This includes any terms that we term as racist, homophobic, sexist or discriminatory to disabled groups of people.

I am disappointed to report that (Pupil) has used (racist/homophobic/other) language. This occurred on (date) and was directed towards (staff or peers) .

May we please ask that you take the opportunity to reinforce the message of how very wrong this behaviour is and that it will not be accepted.

We are required by law to monitor these incidents. Continuation of using discriminatory language will be considered bullying. Bullying is defined as “Behaviour by an individual or group, repeated over time, that intentionally hurts another person or group either physically or emotionally”.

We strive for an environment where pupils feel safe and happy and this includes championing diversity and equality. Whilst we fully expect that their inappropriate behaviour is not repeated, we also want to ensure you feel we are available to be contacted regarding this or any matter to support (Pupil) in future.

Yours sincerely

Ailsa Boardman-Hirst

Head Teacher