



Eastern Primary School Anti- Bullying Policy

Introduction

At Eastern Primary School we are committed to providing a safe and secure environment for pupils to learn. As such we make every effort to ensure that bullying is dealt with quickly and that pupils are equipped with the life skills to make the correct choices and deal with problems effectively. This policy sets out the ways in which we will discourage and deal with allegations of bullying in school. It has been written following consultation with pupils, parents, staff, the community police liaison officer and governors.

Bullying can be defined as ***deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those who are being bullied to defend themselves***. The bully is able to exercise power, either physically or otherwise, over the victim. The main types of bullying are:

Physical bullying

This includes hitting, kicking, pushing, spitting and other physical assault. It can, however, include theft (of dinner money for example) and threats of physical violence.

Verbal Bullying

This includes name calling, racist remarks, teasing and threatening behavior. This type of bullying can be very damaging to a pupils' self esteem if it continues unchecked for a period of time.

Psychological Bullying

This is particularly difficult to spot and can also be very damaging to the self esteem of pupils. It includes the spreading of rumours, exclusion from social groups, coercion.

Cyber Bullying

Although bullying is generally carried out in a 'face to face' situation, increasingly 'cyber bullying' is becoming an issue. This includes name calling, coercion, threatening behavior

and mockery through the use of computers (such as MSN and social networking) and text messages.

Aims

This policy has been written with the following aims in mind:

- To ensure that the procedures that should be followed in the event of any suspected incidents of bullying are clearly understood by pupils, parents, staff and governors.
- To ensure that these procedures enable us to develop a safe and happy environment for pupils to learn
- To ensure that the sanctions that the school will take in the event of bullying are clear and progressive in nature

Implementation

Intervention techniques

At Eastern Primary School we aim to equip pupils with the skills and confidence to make the correct life choices. As such we work to ensure that bullying is minimized in school, with our ultimate aim that there is no bullying. In order to work towards this we work together to create an ethos of trust and mutual support. Pupils are introduced to caring and sharing from entry into the school. These ideals are built upon through PSE (Personal, Social and Health) lessons, circle time, philosophical discussion, assemblies and visits from outside professionals such as the Police Education Officer.

Reporting Bullying

Pupils

The school approaches the topic of bullying through PSE lessons and assemblies. Pupils are always encouraged to report any issues or problems they may have to a member of staff. Posters explaining our values are displayed around the school.

Parents

Parents who are concerned about their child being bullied are asked to speak to the class teacher in the first instance. If the problem persists they should contact the Headteacher. If the Headteacher is not immediately available, then an appointment can be made. At meetings with staff, parents should provide as much information as possible to assist the school with their enquiries.

Staff

Pupils who experience bullying may well show changes in their behaviour. This can include shyness, feigning illness, unusual absences, clinging to staff, a lack of concentration and changes in work patterns. Staff must be alert to any signs of bullying and should report their concerns directly to the Headteacher, again providing as much information as possible.

Procedures

Following a report of alleged or suspected bullying the school will take the following actions:

- The incident/ allegation will be recorded on a bullying incident form
- The school will carry out an investigation talking to pupils as necessary. This will be done within 2 days of the original complaint.
- If a child has been bullying other pupils, their parents will be informed and a verbal warning may be issued
- If a child has been bullied their parents will be informed of the action taken and asked to report any future concerns immediately

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- If the behaviour persists further sanctions will be put in place. These may include missed playtimes, exclusion from some areas of the playground, behaviour contracts, lunchtime exclusions and in very serious cases fixed or permanent exclusions
- Support will be offered to both the child who has been bullied and the child who has been bullying. This will include:
 - i) the opportunity to talk to a senior member of staff such as the Headteacher or Deputy Headteacher
 - ii) discussion to develop self esteem and confidence
 - iii) in the case of the child who has bullied work on relationships, the consequences of their behaviour and alternative strategies to deal with issues
 - iv) a member of staff on playground duty who is aware of the situation and can be approached in the event of any further problems
 - v) in some cases pupils may be invited to join our NURTURE group to allow more extensive work on self esteem or behaviour strategies
- The parents of both pupils/ sets of pupils will be contacted by the Headteacher several weeks after the reported incident to ensure that no further problems have surfaced at home.

Monitoring, Evaluation and Review

The effectiveness of this policy will be monitored through analysis of bullying file, whole school council discussions and discussion with pupils, parents and staff. It will be reviewed annually.

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The policy will be next reviewed during Autumn 2017

Signed..... (Chair of Governors)

Date.....