

Elstow School



Anti - Bullying Policy

Last Review Spring 2019
Next Review Spring 2021

Anti – Bullying Policy & procedures

At Elstow School accusations of bullying are always investigated fully. We regard all incidents of bullying as a serious breach of school standards and ethos and always take firm action against them.

We encourage children to report any incidents of bullying (or incidents they **perceive** as bullying) involving others as well as themselves. Their concerns will **always** be listened to sympathetically and appropriate action **will** be taken following a full investigation.

Reports or accusations of bullying brought by parents or carers will receive the same prompt attention and appropriate action.

Definition of Bullying:

“Bullying is behaviour by an individual or a group, usually repeated over time, that intentionally hurts another individual either physically or emotionally” (Preventing and Tackling Bullying, DFE 2017).

Specific types of bullying include:

Bullying related to race, religion or culture; SEN or disabilities; appearance or health conditions; sexual orientation; bullying of young carers or looked after children or otherwise related to home circumstances; sexist or sexual bullying. It can take place between pupils, between pupils and staff, parents and staff or between staff; by individuals or groups; face-to-face, indirectly or using a range of cyber bullying methods.

Cyber bullying can be defined as the use of information and communications technology particularly mobile phones and the internet, deliberately to upset someone else. Cyber bullying that occurs while pupils are under the schools direct supervision will be dealt with in line with the schools AUP and Behaviour policies.

Acts of bullying can include:

Name-calling; taunting; mocking; making offensive comments; kicking; hitting; pushing; taking belongings; inappropriate text messaging and emailing; sending offensive or degrading images by phone or via the internet; producing graffiti; gossiping; excluding people from groups; and spreading hurtful and untruthful rumours.

Anyone can be the victim of a bully.

(ii) Early signs of distress include -

- Withdrawal
- Deterioration in work standards
- Spurious illness
- Desire to remain near adults
- Erratic attendance
- General unhappiness/anxiety/fear
- Late arrivals
- Bed wetting

At Elstow School we believe strongly that prevention is better than cure so we:-

- Encourage the caring and nurturing side of children.
- Work for a caring, cooperative ethos
- Discuss friendships and relationships
- Ensure adequate supervision and activities in playgrounds
- Encourage children to help one another and not to condone bullies by being onlookers.

We also encourage parents and staff to recognise the signs of bullying and not to respond inappropriately to victims of bully's.

Responses such as those below are unhelpful and may result in a child already suffering from low self – esteem or feeling hurt and upset, being made to feel even more responsible for their own misfortune, or feeling that they have not been listened to:-

- “.....You must have deserved it.”
- “.....Go and hit him back”
- “.....Don't be silly”
- “.....Boys will be boys”
- “.....It will sort itself out”
- “.....Learn to look after yourself”
- “.....Don't tell tales”

We operate a zero tolerance stance regarding **proven bullying**. The following list indicates some of the strategies we use to ensure that bullying has no place in our school:-

- We stress that to watch bullying happen and do nothing is effectively supporting the bully.
- Actively provide systematic opportunities to develop children's social and emotional skills, including their resilience.
- Consider all opportunities for addressing bullying including through the curriculum, displays and through peer support.
- We remain alert to and tackle any racist or sexist attitudes.
- We give support to both victim and bully. We do not "bully the bully" but we look for ways of finding out what is 'creating' a bully as well as ensuring that the victim of bullying is satisfied that a) they can now feel safe from further incidences and b) that the incident has been appropriately dealt with.
- We reward non-aggressive behaviour in school by positively highlighting qualities such as, kindness, care for one another, understanding and generosity through our school rewards and achievement systems.
- We follow up **all** incidents.
- We make clear to parents the unacceptability of bullying.
- We positively promote through our Teaching and Learning strategies what it means/feels like to be bullied and why children should disapprove of bullying in all its forms.
- We teach children, not only to tolerate difference but to **value** diversity. We promote this through INSET, dialogue and discussion amongst all staff.

Procedures for when an incident or allegation of bullying occurs:-

All bullying incidences will be dealt with immediately using the Bullying and Prejudice Related Incident Recording Form (Appendix 1). Incidents and discussions with all children involved should be recorded on this.

All incidents and Incident Recording Forms should then be referred to the class teacher, Deputy Headteacher and the Headteacher.

Following investigation to ascertain facts, if proven, the parents of both the perpetrator and the victim will be contacted and informed of any action taken.

If further action is required it will be:

1. Reported to governors
2. Reported to Bedford Borough Council.

Date: Spring 2019 - existing policy reviewed and re written

Presented to the Governing Body:

Governor Signature: _____

Date: _____

Appendix I

Bullying and Prejudice Related Incident Recording Form Elstow School



Prejudice-Related / Bullying Incident reporting form

Incident Details			
Date:		Time	
Behaviour Type [please circle] Race Homophobic Disability Bullying		Via [please circle] Verbal Physical Cyber Property Other	
People Involved: [please circle] Pupils Adults Groups		Numbers involved	
Student Details			
Name		Male	Female
Role [please circle] Aggressor Target		Class	Year group
Sen Y/N	FSM Y/N	LAC Y/N	Ethnicity
Incident information			
Resolution			