



Aims

- We aim to provide a safe and happy environment within which everyone feels secure and learning is a pleasure
- We aim to make our school friendly, welcoming and inclusive so that bullying is far less likely to be part of children's behaviour
- We encourage children to be respectful of others and we actively promote good behaviour through positive modelling and positive behaviour reinforcement
- We value and respect each child and adult as a member of our community by positively promoting equality and diversity
- We aim to do every thing we can to prevent bullying happening in our school

What do we mean by bullying?

"Bullying ... involves dominance of one pupil by another, or a group of others, is premeditated and usually forms a pattern of behaviour" (DfE Circular 8/94 Pupil Behaviour and Discipline)

This distinguishes bullying from other kinds of unacceptable behaviour.

Bullying is therefore-

- Deliberately hurtful
- Repeated, often over a period of time
- Difficult for victims to defend themselves

It can take many forms but the main types are-

- Physical- hitting, kicking, taking another's belongings
- Verbal- name calling, insulting, making offensive remarks
- Indirect- spreading nasty stories about some one, exclusion from social groups, being made the subject of malicious rumours
- Cyber bullying

Some forms of bullying are attacks not on the individual, but also the group to which he or she may belong. Within school we will pay particular attention to -

- Racial harassment and racist bullying
- Sexual bullying
- The use of homophobic language
- Bullying of pupils who have special educational needs or disabilities

CREATING AN ANTI BULLYING CLIMATE IN SCHOOL

Our schools Behaviour Policy explains how we promote positive behaviour in school to create an environment where pupils are well behaved; where pupils take responsibility for each others emotional and social well-being and include and support each other. We draw on Cumbria's Behaviour Curriculum and promote appropriate behaviour through direct teaching, and by creating an emotionally and socially safe environment where these skills are learned and practised. Our aim is to create a climate where bullying is not accepted by anyone within the school community.

Our curriculum will be used to

- Raise awareness about bullying and our anti-bullying policy
- Increase understanding for victims and help build an anti bullying ethos
- To teach pupils how constructively to manage their relationships with others.

Good news/issues assembly takes place every week, providing an opportunity for children to express any fears and concerns they may have and agree action plans. These assemblies provide student voice for all pupils and provides positive opportunities for children to model and imitate positive language, strategies for positive behaviour and solutions to conflict/disagreement/issues. All of these things actively and positively support our anti-bullying policy through prevention. Role-play and stories are used to show pupils what they can do to prevent bullying and to create an anti-bullying climate in school.

The creation of a weekly nurture group provides the opportunity for children to discuss their own feelings and emotions and those of others. It provides discreet opportunities for children to build confidence, develop empathy, learn positive behaviour and vocabulary (verbal and non-verbal)

Bullying will not be tolerated.

This information is made clear to all members of the school community. Children are reminded regularly in class and in assembly times. We explain to children what they should do if they are bullied, or if they see another person being bullied. Parents are encouraged to alert us of any signs of bullying either to their child or to any other child. We ask children to alert staff to any times and place where bullying may occur. We supervise and try to eliminate any unsafe areas, which are reported to us. All members of staff are made aware of the schools policy and they take action to reduce the likelihood of bullying happening.

Cyber Bullying

Cyber-bullying is a type of bullying which we actively work to prevent by providing e-safety training for staff and e-safety meetings for children. Although we have had no incidences at school the staff are aware of and procedures are in place;

- Pupils are not allowed mobile phones at school
- Internet blocking techniques are continually updated and harmful sites are blocked
- All e communications activities are monitored
- Security systems are in place to prevent images and information about staff and pupils being accessed improperly from outside school

RESPONDING TO INCIDENTS WHEN THEY OCCUR

Pupils who have been bullied should tell any adult in school or another child who will inform an adult. There is a box outside the office which children can use to communicate in a note any issues they feel unable to talk to an adult about. This box is checked daily and any notes are discretely followed up.

Pupils who have seen others being bullied should report this to a member of staff

Members of staff who receive reports that a pupil is being bullied should report this to the Headteacher.

Reports of bullying will be logged by the Headteacher.

Where bullying is of a racist nature we will report this to the LA using the Racial Incident Report Form

All reports are taken seriously and are followed up immediately by the Headteacher.

SUPPORT FOR PUPILS WHO HAVE BEEN BULLIED

Any pupil who has been bullied will be reassured that they do not deserve to be bullied and this is not their fault.

We will assure them that it is right to report the incident

We will encourage them to talk about how they feel.

We will try to ascertain the extent of the problem.

We will engage them in making choices about how the matter may be resolved.

We will try to ensure that they feel safe.

We will discuss strategies for being safe and staying safe.

We will ask them to report any further incidents to us.

We will affirm that bullying can be stopped and that our school will persist with intervention until it does.

We will interview the pupil(s) involved in bullying separately

We will listen to versions 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 that we expect bullying to stop.

We will seek a commitment to this end

We will affirm that it is right for pupils to let us know when they are being bullied.

We will adopt a joint problem solving approach and involve pupils in finding a resolution to the problem work together on strategies and action plans which we will regularly review. This will encourage pupils involved to take responsibility for the emotional and social needs of others.

We will consider sanctions under our schools Behaviour policy.

We will advise pupils involved that we will be checking to ensure the bullying stops.

We will ensure that those involved know that we have done so.

When bullying occurs, we will contact the parents /carers of those pupils involved at an early stage.

We will keep records of incidents and how we have responded to them.

A key member of staff will follow up after incidents to check that bullying has not started again. We will do this within 2 weeks and again within the following half term.

If necessary, we will invoke the full range of sanctions that are detailed in the Schools Behaviour policy. These include

- Withdrawal from the group
- Withdrawal of playtimes
- Withholding participation in school events that are not an essential part of the curriculum
- Fixed term and permanent exclusion from school.

OUR RESPONSIBILITIES

Everyone within school is expected to

- Act in a respectful and supportive way towards one another
- Adhere to and to promote the objectives of this policy
- Take all forms of bullying seriously and intervene to prevent incidents from taking place
- Establish a climate of trust and respect for all. By praising , rewarding and celebrating the success of all children, we aim to prevent incident of bullying.
- Through positive and consistent modelling of respect by staff and helpers in school.

Pupils are expected to

- Report all incidents of bullying

- Report suspected incidents that victims may be afraid to report
- Support each other and seek help to ensure that everyone feels safe and nobody feels excluded or afraid in school.

Parent/Carers can help by

- Supporting our anti bullying policy and procedures and to actively encouraging their child to be a positive member of the school community
- Discussing with staff any concerns that their child may be experiencing bullying or involved in some other way
- Helping to establish an anti bullying culture outside of school.

Bullying outside the school premises

Where a pupil or parent informs us of bullying off the school premises we will

- Talk to the pupils about how to avoid or handle bullying outside of school
- Talk to the Headteacher of another school whose pupils are bullying
- Talk to the transport company about bullying on the school buses
- Talk to the police

If a parent felt that we have not dealt well with an incident of bullying we would ask that this was brought to the attention of the Headteacher. If the Headteacher cannot resolve these concerns informally, parents can raise their concerns more formally through the schools complaints procedure.

We would also be pleased to receive Compliments - feedback from parents/carers when things have gone well.

Evaluation

We evaluate our policy using the following measures:

Staff are vigilant and responsive to bullying

Fewer/no pupils report being bullied or that they would bully others

More/all pupils say that they would not join in bullying someone else

Pupils tell a member of staff if they are bullied.

This policy applies to all staff and to all pupils

The named person with regard to Anti-bullying is Mrs Helen Hepworth

The Headteacher is responsible for the introduction and implementation of this policy

All staff, pupils and parents have an active part to play in the development and maintenance of the policy, and in its success.

The Headteacher is responsible for informing the Governors of any incidents.

This policy will be reviewed in 2015