Angram Bank Primary

Anti-Bullying Policy

Responsibility	Governors & SLT
Date of last review:	Autumn 2019
Date of next review:	Autumn 2021

Contents

1. Statement of Intent
2. Introduction
3. Philosophy
4. What is Bullying?
5. Why are we against bullying?
6. Types of bullying
7. Signs and Symptoms of bullying
8. What causes bullying?
9. Actions
10. Evaluation Procedures
11. The Role of Children and Young People
12. The Role of Parents/Carers
13. Statement from School Council
14. Systems
15. Monitoring Logs
16. Support Agencies

Statement of Intent

The aims and objectives of Angram Bank Primary School in formulating this statement are:-

- To reduce and eradicate wherever possible instances in which pupils are subjected to bullying in any form.
- To establish appropriate means of providing after care should an incident of bullying occur.
- To ensure that all pupils, staff, parents and governors are aware of this policy and fulfil their obligations to it.
- To meet any legal obligations which rest with the Sheffield Education Service.

Introduction

Bullying affects everyone, not just the bullies and the victims. It also affects those other children who watch, and less aggressive children can be drawn in by group pressure. Bullying is not an inevitable part of school life or a necessary part of growing up, and it rarely sorts itself out. The damage inflicted by bullying can frequently be underestimated. It can cause considerable distress to children, to the extent that it affects their health and development, or, at the extreme, causes them significant harm (including self-harm).

It is clear that certain jokes, insults, intimidating/threatening behaviour, written abuse and violence are to be found in our society. No child should have to accept this type of behaviour. Only when all issues of bullying are addressed, will a child best be able to benefit from the opportunities available at Angram Bank. This policy refers to all pupils and staff irrespective of gender, race, religion, disability.

Philosophy

The values and beliefs underlying this policy are as follows:-

- All bullying is unacceptable, regardless or how it is delivered or what excuses are given to justify it.
- Angram Bank Primary School recognises the detrimental effect on children and young people who may be subjected to bullying and will work actively to minimise the risks.
- Victims of bullying should be treated in a supportive manner, rather than being regarded as a burden to staff and peer groups.
- The harmful effect on educational performance which can be caused by bullying is recognised and Angram Bank Primary School is committed to combating all bullying behaviour in partnership with the relevant agencies.
- Angram Bank Primary School recognises that bullies are pupils who need help and appropriate strategies will be provided to promote acceptable behaviour at all times.

What is bullying?

- Bullying is behaviour which deliberately makes another person feel uncomfortable distressed or threatened.
- Bullying is repeated over time.
- Bullying makes those being bullied feel powerless to defend themselves.

Why are we against bullying?

Because;

- everyone has the right to feel welcome, secure and happy
- we should treat everyone with consideration
- if bullying happens it will be dealt with quickly and effectively
- it is important to tell someone
- bullying of any kind is unacceptable at our school.

What types of bullying are there?

- **Emotional** (being unfriendly, excluding, tormenting, threatening behaviour)
- **Verbal** (name calling, sarcasm, spreading rumours, teasing)
- **Physical** (pushing, kicking, hitting, punching or any use of violence)
- **Extortion** (demanding money/goods with threats)
- **Cyber** (all areas of internet, email and internet chatroom misuse, mobile threats by text messaging and calls, misuse of associated technology ie: camera and video facilities including those on mobile phones.
- **Racis**t (racial taunts, graffiti, gestures
- Other Prejudicial bullying linked to a person's beliefs or religions-verbal/cyber/physical or sexual)
- **Sexua**l (unwanted physical contact, sexually abusive comments)
- **Homophobic** (because of, or focussing on the issue of sexuality)
- **Disability** based abuse

What are the signs and symptoms of bullying?

A person may indicate by signs or behaviours that they are being bullied. Everyone should be aware of these possible signs and should investigate if the person;

- Is frightened of walking to or from school or changes route
- Doesn't want to go on the school / public bus
- Begs to be driven to school
- Changes their usual routine
- Is unwilling to go to school (school phobic)
- Begins to truant
- Becomes withdrawn, anxious or lacking in confidence
- Becomes aggressive, abusive, disruptive or unreasonable
- Starts stammering
- Threatens or attempts suicide
- Threatens or attempts self harm
- Threatens or attempts to run away
- Cries themselves to sleep at night or has nightmares
- Feels ill in the morning
- Performance in school work begins to drop
- Comes home with clothes torn, property damaged or 'missing'
- Asks for money or starts stealing money
- Has dinner or other monies continually 'lost'

- Has unexplained cuts or bruises
- Comes home 'starving'
- Bullying others
- Changes in eating habits
- Is frightened to say what is wrong
- Afraid to use the internet or mobile phone
- Nervous or jumpy when a cyber message is received
- Gives improbable excuses for their behaviour.

What causes Bullying?

People bully for different reasons, the reasons could be:

- to feel powerful
- jealousy
- to feel good about themselves
- to be in control
- because they want something (attention, possession or friends)
- to look good in front of other people
- to feel popular
- because of peer pressure
- to be big/clever
- for fun
- because they are being bullied themselves
- because they see and pick on an easy target (small, won't tell anyone, lonely or different in some way)

Why is it important to respond to bullying?

Bullying Hurts!

- Everybody has the right to be treated with respect.
- Everybody has the right to feel happy and safe.
- No-one deserves to be a victim of bullying.
- Bullies need to learn different ways of behaving.
- Our school will respond promptly and effectively to reported incidents of bullying.

Actions

Actions to combat bullying by Angram Bank Primary School

- We will address bullying through the Curriculum and through work associated with SEAL.
- We will be involved in education initiatives that can help challenge bullying e.g. National Healthy Schools.
- We will provide access to appropriate advice and support for both victim and perpetrators e.g. counsellor.
- We will actively engage children and young people in challenging bullying e.g. Peer Support; School Council.

Evaluation Procedures

Angram Bank Primary School will carefully monitor and evaluate the effectiveness of the policy through:-

- recording the number of incidents of bullying.
- noting the academic performance of pupils being bullied.
- pupil questionnaires.
- reviewing the monitoring system.

Personal Development

Angram Bank Primary School will, through the teaching of Personal Development:-

- actively promote positive behaviour.
- develop good relationships and respect the differences between people.
- prepare pupils to play an active role as citizens.
- help develop confidence and responsibility and make the most of their abilities.

The Role of Children and Young People

An Anti-Bullying Policy can be effectively introduced and enforced in a supportive school climate where children, staff and young people have an understanding of bullying and expectations. In this regard the children, staff and young people are expected to be responsible for their personal conduct and behaviour and supporting others by reporting concerns (not keeping secrets) and promoting anti-bullying messages and positive Citizenship.

- Report all incidents of bullying using the procedures in place in the individual establishment.
- Act in a respectful and supportive manner to their peers, reporting any suspected incidents which the victim may be afraid to report him/herself.
- Adhere to and promote the aims and objectives of the anti-bullying policy.
- Refrain at all times from any behaviour which would constitute bullying, or could be construed a bullying behaviour.

The Role of Parents/Carers

Parents/Carers play a vital role in the education and care of their children. They can assist in combating bullying in a number of ways by not accepting such behaviour and by influencing children of the importance of appropriate behaviour towards others and the importance of reporting to an adult when they think someone else is being bullied.

- Stress to their children the importance of appropriate sociable behaviour and not acting in any way that would make the situation worse or could be seen as bullying or threatening against another child.
- Reporting any misgivings they have concerning either victims or perpetrators of bullying sharing concerns as soon as possible, not promising a child that they will not tell anyone.

- Actively endorsing and supporting the Anti-Bullying Policy, by acting responsibly and calmly.
- In the event that sanctions are necessary make clear their disapproval of this behaviour.
- By not automatically dismissing the suggestion that their own child could be involved in bullying another child and work positively with school to change the behaviour.

Statement from
Angram Bank School Council

We believe that bullying is:-

- *picking on other children*
- *threatening other children*
- *physically hurting somebody for no reason*
- *verbally abusing somebody*
- *being unkind on the computer*

We believe that Angram Bank Primary School can prevent bullying by:-

- **children telling an adult when they are being bullied.**
- **children telling an adult when they see somebody being bullied**
- **having assemblies about bullying**
- **including everybody in what we do at school**
- **using the friendship benches**

APPENDIX

Angram Bank Primary School

System for monitoring and supporting pupils who have been bullied

The following system will help monitor and support any pupil who has been bullied. The records are confidential. They will be held by the members of staff involved in supporting the pupil. The records will be available to the pupil's parents on request.

- The information can then be used as **"evidence"** eg. When a pupil has allegedly been bullied by the same pupil on several occasions.
- When a parent is not accepting the fact that their child has been involved in several incidents of alleged bullying.

Procedures

- Each class teacher will record instances of alleged bullying in a book/log.
- If the same pupil is allegedly bullied on several occasions the class teacher will move the child onto the anti-bullying procedure, which will include a weekly meeting with parents.

The child is designated a member of staff who will follow the procedure outlined below.

1. The designated members of staff will inform the child that they are being supported through the school's anti-bullying system.
2. The system is confidential and a matter between the pupil, their parents and relevant members of staff.
3. The member of staff will fill in the book/log when required.

Anti-bullying system sheet

- The relevant member of staff will gather information and contact parents to inform them that their child is being supported.
- Contact will be maintained with parents through an agreed method so they can be updated on any progress. Outcomes are noted on the sheet/log.
- An anti-bullying systems procedure will be applied if needed after using the log.

Daily monitoring sheet

- The pupil reports to the nominated member of staff on a lesson/break basis.
- A simple thumbs up indicates that there have been no incidents of bullying.
- A thumbs down indicates that the pupil is unhappy.
- If the child gives a thumbs down, the teacher will see the pupil after the next lesson to gather relevant information.
- All the information gathered can then be reported to parents and recorded on the daily monitoring sheet.
- The system stops when all parties are satisfied the bullying has stopped.

System for working with alleged bullies

The following system will be used for working with alleged bullies.

The records are confidential. They will be held by the members of staff involved in working with the pupil. The records will be available to the pupils parents on request.

- The information can then be used as "evidence" eg when a pupil has repeatedly been involved in bullying incidents.
- When a parent is not accepting the fact that their child has been involved in several incidents of alleged bullying.

Procedures

- Each class teacher will record all incidents of alleged bullying in a book/log.
- If the same pupil has allegedly bullied other pupil(s) on several occasions the class teacher will move them onto the monitoring of alleged bullying system.

The child is designated a member of staff who will follow the procedure outlined below.

1. The designated member of staff will inform the child that they will be working with them on a daily basis.
2. The system is confidential and a matter between the pupil, their parents and relevant members of staff.
3. The member of staff who will fill in the monitoring sheets as appropriate.

Monitoring alleged incidents of bullying

- The relevant member of staff will gather information and contact parents to inform them that they are working with their child.
- Contact will be maintained with parents through an agreed method so they can be updated on any progress. Outcomes are noted on the sheet.

Daily monitoring of alleged bullies

- The pupil reports to the nominated member of staff at an agreed time on a daily basis.
- Appropriate discussion/intervention will take place.
- Any relevant information/action will be noted.
- If necessary outside agencies could be involved.
- All the information gathered can be reported to parents.
- The system stops when all parties are satisfied that bullying has stopped.

Anti-Bullying System

Name:	Class:

Date of commencement	
Teacher involved	
Name of witnesses	
Name of alleged bullies	
Brief outline of fourth incident (see teachers record of previous incidents)	

Action

Contact with parents	
Date	
Date	
Date	
Date	
Date	

Other information

Outcome

Date procedures completed

Daily Monitoring Sheet

Name	
Started on	

	Information	Action
Monday		
Tuesday		
Wednesday		
Thursday		
Friday		
Monday		
Tuesday		
Wednesday		
Thursday		
Friday		
Monday		
Tuesday		
Wednesday		
Thursday		
Friday		

Outcome

Support Agencies

Anti-bullying Alliance

www.anti-bullyingalliance.org.uk

The alliance brings together over 60 organisations into one network with the aim of reducing bullying. Their website has a parent section with links to recommended organisations who can help with bullying issues.

CBBC Staysafe

www.bbc.co.uk/cbbc/curations/stay-safe

Your ultimate internet survival guide for children and adults containing all the tips and tricks you'll need to stay safe online, beat the cyber-bullies and become a super-surfer on the world wide web and beyond

CEOP Reporting

www.ceop.police.uk/Ceop-Report

If someone has acted inappropriately towards you online you can report it to the CEOP (Child Exploitation and Online Protection Centre) by clicking on the link above.

Insafe

www.betterinternetforkids.eu

Insafe is a European network of Awareness Centres promoting safe, responsible use of the Internet and mobile devices to young people.

Kidsmart

www.kidsmart.org.uk

A website for children, young people and adults to learn how to get the best out of the internet. On this website you can watch films, listen to songs, learn the SMART rules.

Childline

www.childline.org.uk/get-support/ask-sam

Childline "*Ask Sam*" is a space for people to write letters so that Sam can help support them and give advice and information. This includes advice and stories from children who have survived bullying.

Kidscape

www.kidscape.org.uk

A website designed to equip young people, parents and professionals with the skills to tackle bullying and safeguarding issues across the UK.

Bullying on line — www.bullying.co.uk

Get advice and support whenever you need it. Family Lives offers a confidential and free* helpline service (previously known as Parentline). Please call us on **0808 800 2222** for information, advice, guidance and support on any aspect of parenting and family life, including bullying. Our helpline service is open 9am – 9pm, Monday to Friday and 10am – 3pm Saturday and Sunday.

Chatdanger — www.chatdanger.com

A website that informs about the potential dangers online (including bullying), and advice on how to stay safe while chatting.

Think U Know — www.thinkuknow.co.uk

The Child Exploitation and Online Protection Centre (CEOP), has produced a set of resources around internet safety for schools.

Know IT All for Parents — www.childnetint.org/kia/parents

A range of resources for primary and secondary schools by Childnet International which also has a sample family agreement.

Useful Sources of Information

Stonewall — www.stonewall.org.uk

The gay equality organisation founded in 1989. Founding members include Sir Ian McKellen.