



**TROTTS HILL PRIMARY SCHOOL AND NURSERY**

**Anti-Bullying Policy**

**Last review:** September 2016  
**To be reviewed:** September 2017

**Adopted by Governors:** .....

**Date:**.....

# ANTI-BULLYING POLICY

## Statement of Intent

Trotts Hill School is committed to providing a caring and safe environment where children can learn, play and feel safe at all times. We believe that everyone has the right to feel safe in school. Whilst we take every precaution to enable our pupils feel safe, we acknowledge there can be incidents of bullying. It is our duty to try and prevent bullying and address incidents when they do occur.

We aim to provide all pupils with the understanding to know when they are being treated unfairly and to have the confidence to tell an adult. Pupils need to know they will be heard and incidents will be followed up. We also expect anyone who witnesses or knows bullying is happening to tell a member of staff.

## Aims and Objectives

Bullying is wrong and can damage individual children. We therefore do all we can to prevent it, by developing a whole school ethos in which bullying is regarded as unacceptable. We aim, as a school, to produce a safe and secure environment where everyone can learn without anxiety. We aim to make all those connected with the school aware of our opposition to bullying. All members of staff have a responsibility to recognise and act on incidents of bullying by reporting them to the class teacher or a member of the Senior Leadership Team.

## What is bullying?

There is no legal definition of bullying. However, it is usually defined as behaviour that is:

- Repeated
- Intended to hurt someone physically or emotionally
- Often aimed at certain groups, e.g. because of race, religion, gender or sexual orientation

It can take many forms and can include:

- Physical assault
- Teasing
- Making threats
- Name calling
- Cyberbullying – bullying via mobile phone or online (e.g. email, social networks and instant messenger)

Some forms of bullying are illegal and should be reported to the police:

- Violence or assault
- Theft
- Repeated harassment or intimidation, e.g. name calling, threats, abusive phone calls, emails or text messages.
- Hate crimes

## **If you or someone else are in immediate danger call 999.**

At Trots Hill, we believe bullying is any act of deliberately hurtful behaviour that is repeated over a sustained period of time. It can be physical, verbal or emotional and causes the victim feelings of fear, unhappiness or insecurity at school. Bullying can involve a group or an individual.

Examples of bullying behaviour can include:

- Verbal: name-calling, sarcasm, spreading rumours, threats, teasing, making rude remarks, making fun of someone.
- Physical: pushing, kicking, hitting, pinching, throwing stones, biting, spitting, punching or any other forms of violence, taking or hiding someone's things.
- Emotional: being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures), ridicule, humiliation.
- Racist: racial taunts, graffiti, gestures, making fun of culture and religion.
- Sexual: unwanted physical contact or sexually abusive or sexist comments.
- Homophobic: because of/or focussing on the issue of sexuality.
- Online/cyber: setting up 'hate websites', sending offensive text messages, emails and abusing the victims via their mobile phones.
- Any unfavourable or negative comments, gestures or actions made to someone relating to their disability or special educational needs.

Bullying is not a one off incident that causes upset, or when friends fall out, or an occasional trick or joke that has not been received in the way it was intended. Children of primary age are learning how to be in the world and learning how to resolve conflicts with friends and peers. Part of growing up is learning how to develop healthy relationships and take responsibility for our own behaviour.

We always support children with friendship issues and help them to resolve disagreements. However, bullying is repeated and deliberate acts of unkindness intended to cause upset or physical harm. This will not be tolerated.

## **What can we do to prevent bullying?**

- Adults in school model appropriate behaviour and demonstrate how to treat each other fairly and with respect.
- All staff are vigilant in their monitoring of vulnerable children and are alert to signs and symptoms of bullying.
- Staff training including e-safety, behaviour support, SEN support and prevent.

- Parents should report any concerns or incidents they are aware of to the class teacher.
- Older children are provided with opportunities to take responsibility for helping and supporting the younger children. This aim is to build positive relationships among pupils in school.
- Each class has 'circle time' and this provides an opportunity to discuss issues or problems and promote the school values.
- The family worker or bridge builders mentoring team can offer support and guidance to identified pupils.
- The school regularly takes part in initiatives that build confidence and self-esteem or directly link to the topic of anti-bullying. Pupils know what bullying is and how to deal with issues if they arise.
- E-safety lessons ensure pupils know what bullying 'on-line' is and pupils are taught how to keep themselves safe.
- All e-safety incidents are reported to the DSP or DDSP.
- Assemblies that promote positive relationships and prevent bullying e.g. friendship
- The school values that are taught through PSHE and whole school assemblies. They underpin the ethos of the school and promote a positive ethos of care and support.
- A lunchtime support group, which allows individuals a chance to play in a smaller group if they are having difficulties coping on the playground.
- A mid-day supervisor responsible for the play of individuals who require extra support.
- Specific groups of pupils are offered social skills groups to support their ability to assert their own needs and/or behave appropriately towards others.
- The school regularly rewards good behaviour through class reward charts and celebrates how pupils demonstrate the school values.
- We encourage a come and tell policy if children have any concerns.
- Parents are welcome to talk to the class teacher or Headteacher and Deputy Headteacher at any time.

### **Signs and symptoms of bullying:**

Adults should investigate if a child shows the following signs or behaviours. They could indicate other problems but bullying should be considered a possibility.

- is frightened of walking to or from school
- 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
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares

- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- begins self-harming
- comes home starving (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber message is received

### **How we deal with bullying.**

Class teachers report all incidents of bullying or regular incidents between the same group of pupils to the Head Teacher or Deputy Head Teacher. A member of the Senior Leadership Team will actively investigate any reported incident. We will endeavour to operate a 'no blame approach'. We offer support and counselling to all affected parties avoiding the labels of 'victim' or 'bully'.

Any actions or consequences taken as a result of the incident or incidents will take into account the age, special educational needs, disabilities or other circumstances involving the child known by the school.

By encouraging understanding, the children can offer their own solutions to this very serious problem. Parents may be invited in to school to discuss incidents and seek resolutions. It is important to have support from home, for all pupils involved, when dealing with incidents of bullying. The school will liaise with outside agencies to work with both children and their families. The school will monitor each case to ensure repeated incidents are prevented.

The school will support pupils and their families with incidents of bullying that happen online and outside of school. However, parents must ensure they have followed the guidance on age-restrictions for certain social media sites. The school cannot be held responsible for pupils who are allowed to access media sites that they are too young to use.

### **Sanctions**

The following sanctions may be used with any bullying incident:

- Time to reflect sheet – reflect on behaviour
- Apology to the victim (verbally or in writing)
- Lose golden time
- Lose privileges including trips and visits
- Lose playtime

- Lunchtime club
- Lunchtime with a specific adult
- Behaviour chart to promote positive play/relationships
- Parents/carers invited to school
- Work in isolation for a fixed period (agreed by SLT)
- Lunchtime exclusion
- Fixed term exclusion
- Permanent exclusion

**We will do everything possible to ensure incidents of bullying are picked up quickly and dealt with fairly to avoid sanctions that require exclusion.**

### **Monitoring**

The Headteacher will monitor the number of incidents and report to governors in the Headteacher's report to governors each term. Reports are also made available to the Local Authority.

**BULLYING WILL NOT BE TOLERATED**