

Central Primary School



Anti-Bullying Policy

Our motto: Children are Central

Introduction

We all at Central Primary school believe that all pupils, staff and visitors have the right to participate in our school's community without being subjected to any actions which are meant to be hurtful, disrespectful or prejudiced. In order to achieve this aim we have set out the following policy to ensure that any incidences that occur within the school are dealt with in accordance to statutory guidance and in a consistent and transparent way.

While there are many different definitions of what bullying is, we as a school understand bullying to be deliberately hurtful behaviour, repeated over time where it is difficult for those being bullied to defend themselves. This behaviour can take many forms, but some of the main types of bullying are:

- **Physical** – Hitting, kicking, taking or damaging belongings
- **Verbal** – Name calling, insulting, making offensive remarks, overt prejudiced comments including racism, homophobic, biophobic and transphobic and or sexist remarks and those relating to ability/ disabilities and learning needs.
- **Misuse of Technology** – Sending hurtful or threatening texts, emails, instant messages or social networking comments, to or about an individual or group of individuals
- **Indirect/ Excluding** – spreading nasty stories, excluding from social groups, being avoided/ made to feel out of place, being made the subject of malicious rumours
- **Collective** – when more than one individual creates an atmosphere where any of the above forms of bullying can occur

This list is by no means exhaustive and Central Primary is aware that Bullying can take other forms; as a result, it is committed to preventing and stopping Bullying. We are aware that when bullying occurs school staff must act effectively and firmly to bring it to an end.

Aims

- To promote equality of treatment and equal access to educational opportunity within the school community;
- To promote an environment where pupils are safe;
- To create an environment of tolerance and acceptance of all peoples and groups
- To encourage consideration for others in the community by promoting respect, courtesy, tolerance, teamwork, trust and honesty;
- To support the development of self-esteem and self-respect by distinguishing between a child and that child's behaviour;
- To challenge inappropriate behaviours and reinforce positive behaviours;
- To eradicate bullying from our school and community;
- To ensure that parents/ carers are kept informed through consistent means.

Rights and responsibilities

We value each and every individual within our school community and encourage their contribution to shaping a welcoming, safe and fair learning community for all. The JIGSAW curriculum resource is used to develop a learning community where social, emotional and behavioural skills can flourish. Children learn how they can make the classroom and school a safe and fair place for everyone, and that it is not okay for other people to make it unsafe or unfair.

Children's rights:	Children's responsibilities:
To be able to learn in a friendly, encouraging, secure, supportive and positive school environment.	To be cooperative and considerate. To do their work on time.
To enjoy and succeed in school	To allow others to enjoy and succeed
To be treated with respect and consideration	To treat others with respect and consideration
To never be subjected to repeated hurtful behaviours	To never cause repeated hurtful behaviour To try to accept all people for who they are
To have a safe environment.	To act in a safe and responsible manner for themselves and others.
To be heard and be able to express opinions.	To speak out if they are being bullied Not to put others down. Not to dominate.
To know what is acceptable behaviour and the consequences of unacceptable behaviour.	To contribute to discussions regarding fair classroom rules and consequences with their peers and with adults. To follow their agreed class rules.

The Curriculum and Learning

We believe that an appropriately structured curriculum and effective learning play a significant contribution in preventing bullying. As adults, we are responsible for a model of positive and respectful behaviour towards children and each other. All children should be treated sensitively; responses should never damage self-esteem, focussing on the behaviour rather than the individual child. We need to teach behaviour, as we teach other areas of the curriculum, through modelling of and praise for good practice. We also need to teach pupils how to tackle and protect themselves against bullying. We also need to teach pupils how to speak out about bullying to protect others and to value individual diversity. We need to teach pupils what bullying is, how it may appear, and how to deal with it in all the different forms it may take. We will actively listen to each other and respond sensitively and constructively to issues. The way we teach anti-bullying varies, it can be through class work, in PSHCE lessons, through assemblies and through our everyday interactions.

Staff rights:	Staff responsibilities:
To work in a pleasant and safe environment and to be able to achieve job satisfaction.	To play a part in the running of the school. To prepare lessons thoughtfully. To watch out for any incidents and deal with it effectively and consistently. To support the construction of pleasant environments.
To have support from within the education system, including other members of staff if required.	To provide that support both informally and formally.
To be involved in a collaborative decision-making model within the school (curriculum and organisation).	To consult with each other and reach agreement. To be actively involved.
To be treated with courtesy by all.	To treat others with courtesy.
To be able to carry out their roles and responsibilities.	To educate pupils about bullying, its various forms and how to deal with it effectively. To record all incidences of bullying in line with procedures.
To contact, and have back-up and cooperation from, parents/carers and to be	Teachers to contact the parents/carers if there is a problem.

informed of family situations and home problems where they may affect behaviour and attitudes at school.	To provide information consistently. To be approachable, to listen, to make the time, to act on information.
To be provided with necessary training	To take all incidents of bullying seriously

Dealing with Bullying

Dealing with Bullying effectively means that we as a school need to be consistent with the procedures and methods we use for dealing with bullying. These procedures are in line with the Relationship & Behaviour Policy of the school and the flow charts attached show how bullying incidences will be dealt with. All incidences of bullying would be orange behaviour and would be dealt with by a member of senior staff. As the flowchart indicates there are a number of consequences for pupils involved in bullying incidences.

Parents rights:	Parents responsibilities:
To be secure that their children are safe	To provide information about any events in or outside of school that could help eliminate bullying.
To have information consistently relayed to them by school staff.	To listen to the information and help staff eliminate bullying
To be treated with respect and consideration	To treat others with respect and consideration
To be able to complain if dissatisfied	To complain using the school's complaint procedures and not to take matters into their own hands.
To be given access to a relevant and up to date anti-bullying policy	To support the school's anti-bullying policies
To have their children educated in what bullying looks like and how to deal with it to eliminate it.	To encourage their children to be positive role models

All incidences of bullying will be formally recorded and these records will be reviewed by the governing body regularly.

Governor rights:	Governor responsibilities:
To have a school staff that it is effectively following the anti-bullying policy to eliminate bullying.	To support the staff of the school to eliminate bullying.
To be provided with necessary training	To take all incidents of bullying seriously
To be provided with the necessary information is available to them to maintain the anti-bullying policy.	To review this policy regularly To ensure that this policy is relevant and current To have an active oversight and be actively engaged in monitoring anti-bullying
To be provided with effective and current training on dealing with complaints.	To deal with any complaints surrounding bullying incidents in accordance with complaints policy.
To be treated with respect and consideration	To treat others with respect and consideration

Equality

In accordance with the Equality Act 2010 we seek to;

- a) **eliminate discrimination**, harassment, victimisation and any other conduct that is prohibited by or under the act

- b) **advance equality of opportunity** between persons who share a relevant protected characteristic and persons who do not share it
- c) **foster good relations** between persons who share a relevant protected characteristic and persons who do not share it

Our anti-bullying policy is a key policy in ensuring the promotion of equality and seeks to tackle any discrimination rigorously so that all pupils are free of bullying.

The policy is informed by a range of external advice: Hertfordshire Steps training, Stonewell Guidance etc.

Monitoring and Review

This policy should be reviewed regularly in order to keep it current and effective. It should be adapted as new technologies come into existence and more information and guidance is published.

This policy should be read in conjunction with the School's Relationship and Behaviour Policy, Equality Policy and E-Safety Policy.

This policy will be reviewed annually.