

## Paget Primary School Anti-bullying Policy

### Policy Statement

It is essential that everyone is aware that bullying will not be tolerated in any of its manifestations.

### Policy Aims:

- To ensure children at Paget Primary are able to thrive in a caring and secure environment
- To create a school ethos which encourages children to disclose and discuss incidences of bullying behaviour
- To raise awareness of bullying as a form of unacceptable behaviour with all stakeholders
- To outline procedures for noting, reporting, investigating and dealing with incidents of bullying.

### What is Bullying?

We define bullying as being a persistent, wilful and conscious desire to hurt or frighten another person and we believe that the children at this school are entitled to work and play in an environment free from intimidation and humiliation.

Children and staff need to know that there are many definitions of bullying, but most have these things in common;

- It is deliberately hurtful behaviour
- It is repeated, often over a period of time.

A useful way of helping pupils to understand the definition of bullying is through STOP:-

- S** – several
- T** – times
- O** – on
- P** - purpose

Bullying usually occurs where the relationship involves an imbalance of power. This can be achieved by:

- The size of the individual,
- The strength of the individual
- The numbers or group size involved
- Anonymity – through the use of cyber bullying or using email, social networking sites, texts etc.

*NB: If two pupils of equal power or strength have an occasional fight or quarrel, this is not bullying.*

Bullying can take place in the classroom, playground, toilets, on the journey to and from school, on residential trips and online. It can take place in group activities and between families in the local community.

It may be direct or indirect.

### Direct Bullying:

- Name calling-
- Physically hitting or threatening

### Indirect Bullying:

- Isolating or deliberately leaving a child out of social groups
- Taking, hiding or destroying someone else's possession.

It is also important to remember that both boys and girls may be the perpetrators of bullying and that within each gender group it is not just the stereotypical bully who may be causing harm.

### **Prevention is better than cure**

Strategies that we use to prevent bullying:

- Themes such as friendship, anti-bullying, conflict, power and trust are used as a basis for assemblies.
- Through the promotion of our seven Core Values'.
- Praise is given for kind, caring and co-operative behaviour.
- Effective supervision of children at all times during the school day.
- Through circle time, role play and discussion.
- External agencies and special events to raise awareness.
- Signpost pupils to the worry box outside the DHT's office as a method of indirectly reporting an issue.
- Informal drop in with Pastoral Managers

### **Protective Behaviours**

- Encouraging co-operative behaviour is a valuable way of preventing bullying. This is particularly important at playtimes when activities such as singing games and group skipping can be initiated. It is also important to recognise those occasions when children are being particularly kind and caring and to reward them. This is not just confined to the classroom – wherever such actions are observed they will be recognised and rewarded.
- Children will be taught to go to an adult if they believe they are being bullied. This is done as part of a planned approach through the PHSE curriculum
- Children should also be taught through PSHE and our school Values to stand up against those who do the wrong thing. Peer group disapproval is one of the strongest elements to combat anti-social behaviour.
- Children will be taught that if they are being troubled by anyone they must adopt a three stage assertive approach:
  - 1) Tell the person(s) troubling you to stop. If they don't stop go to step 2.
  - 2) Warn them that if they do not stop you will tell an adult. If they fail to stop, go to step 3.
  - 3) Tell an adult immediately.

### **Dealing with Incidents of Bullying:**

All staff should be on the lookout for incidents of bullying and deal with them immediately and firmly.

Incidents of bullying are taken seriously and dealt with without delay. Incidents should be investigated in the first instance by the class teacher. Support and help is available from the Pastoral Managers, Year Group Leaders, Deputy Head and Head Teacher if necessary.

The Class Teacher will usually be the first point of contact to whom children will report incidents. Children's complaints must be taken seriously and they must not be made to feel that they are just

telling tales. If a bullying incident occurs at playtime, the member of staff who has dealt with the incident must inform the Class Teacher of what has happened as will the Lunchtime Supervisors at dinner time. We will listen carefully to parents if they claim their children are being bullied and investigate such complaints.

We will also inform parents of incidents we consider to be bullying so that firm action can be taken to prevent the child/children from repeating the behaviour. This applies to parents of both victim and perpetrator.

Incidents of bullying will also be discussed at Staff meetings so that everyone is aware of how the incident has been handled and co-operate in strategies which may be deployed to deal with the problem.

A record of serious incidents and bullying is kept along with the follow-up action taken on CPOMS.

Repeated bullying will be dealt with by the senior member of staff on site.

If a child is found to have been bullying then the causes of this will be explored and intervention put in place to support the child in their understanding of the consequences of this and ways of moving forward in their relationships.

Behaviours will be addressed in line with the school's behaviour policy.

#### **Advice to Parents**

As the parent of a child whom you suspect is being bullied:

DO:

1. Report bullying incidents to the class teacher in the first instance.
2. The incidents will be recorded by staff and the SLT notified.
3. In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem.
4. If necessary and appropriate, police will be consulted.
5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.
6. An attempt will be made to help the child using unacceptable behaviour towards others, to change their behaviour.

DO NOT:

- Attempt to sort the problem out yourself by speaking to the child whom you think may be behaving inappropriately towards your child or by speaking to their parents.
- Encourage your child to be 'a bully' back.

Both of these will only make the problem much harder to solve.

#### **HELP ORGANISATIONS:**

KIDSCAPE Parents Helpline (Mon-Fri, 10-4)	0207 730 3300
Parentline Plus	0808 800 2222
Bullying Advice	<a href="http://www.bullying.co.uk">www.bullying.co.uk</a>

Visit the Kidscape website [www.kidscape.org.uk](http://www.kidscape.org.uk) for further support, links and advice.

All staff should actively promote this policy.

This policy works in conjunction with our Behaviour Policy.

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