



**USWORTH COLLIERY
PRIMARY SCHOOL**

Anti-Bullying Policy

Designated member of staff: Gary Wright

Chair of Governors: Alison Logan

Safeguarding Governor: Margaret Brabban

What is Bullying?

Bullying at Usworth Colliery Primary School is considered to be 'when someone upsets you, hurts you or destroys your property on purpose, over and over again, more than once.' **(agreed by our School Council)**

Ofsted defines bullying as aggressive or insulting behaviour by an individual or group, often repeated over a period of time that intentionally hurts or harms. It is difficult for victims to defend themselves against it. As a school, we aim for all governors, teaching and non-teaching staff, pupils and parents to have an understanding of what bullying is and the different forms of bullying that may occur. All governors, teaching and non-teaching staff should know what our school policy is on bullying, and follow it when bullying is reported. All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.

Bullying can include:

- Name calling
- Malicious gossip
- Teasing
- Intimidation
- Ostracising
- Cyber bullying
- Theft
- Damaging someone's property
- Violence and assault
- Jostling, pinching and kicking
- Extortion

What types of bullying are there?

- **Physical:** repeated acts including kicking, hitting, punching or any other use of violence including damaging or taking belongings
- **Verbal:** repeated name calling, taunting, tormenting, spreading rumours, excluding
- **Cyberbullying :** this is defined as the use of Information and Communications Technology (ICT), particularly mobile phones and the Internet, deliberately to upset someone else.
- **Homophobic:** this occurs when bullying is motivated by a prejudice against Lesbian, Gay, Bisexual and Transgender pupils. This includes homophobic language in school.
- **Racist:** behaviour or language that makes a pupil feel unwelcome or marginalised because of their colour, ethnicity, culture, religion or national origin.
- **Sexist:** such as making lewd comments based on someone's sex
- **Social/Environmental:** this is where young people are targeted due to a difference of wealth/background

No one deserves to be a victim of bullying. Bullying has the potential to damage the mental health of a victim. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

Staff must also be aware of those children who may be vulnerable pupils; those coming from troubled families, or those responding to emotional problems or mental health issues which may bring about a propensity to be unkind to others, or may make them more likely to fall victim to the behaviour of others.

Signs and Symptoms of Bullying

Early signs that a child is being bullied could be:

- The child becoming withdrawn, anxious or lacking in self-confidence
- The child becomes aggressive, disruptive or unreasonable
- Changes to their usual routine
- A deterioration in the child's work
- Stops eating
- They are frightened to say what is wrong
- Erratic attendance or unexplained illness
- Persistently arriving late at school
- General unhappiness or anxiety
- Changes in attitude to people at home
- The child wanting to remain with adults

Physical symptoms could include headaches, stomach aches, fainting, fits, vomiting, hyperventilation or unexplained cuts and bruises. Victims can become depressed and this can continue into their adult lives. In extreme cases, they can want to take their own lives.

These signs and behaviours could indicate other social, emotional and/or mental health problems, but bullying should be considered a possibility and should be investigated.

How can we prevent bullying?

At Usworth Colliery primary School we have a clear understanding that bullying in any form is not acceptable. As a school we take bullying and its impact seriously. Pupils and parents should be assured that known incidents of bullying will be responded to and not tolerated. The incidence of bullying can be greatly reduced by planning ahead, by developing an ethos that is open, honest, listening and respectful of confidentiality. Below is what our school does:

Behaviour Policy

The school has a number of school rules, but the primary aim of the behaviour policy is not a system to enforce rules. It is a means of promoting good relationships, so that people can work together with the common purpose of helping everyone to learn. This policy supports the school community in aiming to allow everyone to work together in an effective and considerate way.

Praise and rewards are given for following the **Colliery Code**.

1. Listen carefully.
2. Respect other peoples' property.
3. Keep hands, feet and objects to yourself.
4. Be polite and honest.
5. Be responsible for your own behaviour and learning.

It also outlines:

- a system of rewards for good behaviour
- what is acceptable behaviour
- the range of sanctions for not complying to the 'Colliery Code'.

Curricular Approaches to Bullying

In dealing with bullying we aim to:

- raise awareness about bullying and the school's anti-bullying policy
- increase understanding for victims
- increase parents' understanding of bullying
- teach pupils about their relationships with others through the curriculum
- teach pupils and inform parents about the different forms of bullying

Strategies to Combat Bullying

We aim to include the following in our teaching:

- Befriending
- Mediation by adults and anti-bullying buddies
- De-escalation by adults and our anti-bullying buddies
- Building Assertiveness

Befriending

Befriending involves assigning selected pupil volunteers to be with and befriend pupils who are being bullied or having difficulties because they are new to the school or upset by an event outside school, e.g. a family bereavement. Buddy systems at play time and lunch times, also allows for pupil volunteers to befriend any pupils who are having difficulties at play times.

The objective is to give the befriended pupil someone to talk to and to help them feel more positive about themselves.

Mediation by Adults

Members of staff can help establish ground rules between pupils who are being bullied and the pupils who are doing the bullying to help them co-exist in school.

De-escalation

Teachers implement many verbal de-escalation techniques to diffuse any conflicts and discover the reasons behind student's actions. Our anti-bullying team are also trained on de-escalation techniques.

Developing Assertiveness

Through our teaching we aim to support pupils in developing their personal assertiveness. This can cover:

- Making assertive statements
- Resisting manipulation and threats
- Dealing with name calling
- Staying calm in difficult situations
- Escaping safely from physical restraint
- Getting help from onlookers
- Boosting self esteem

Although our teaching takes place across the whole year, we provide a focus for this work by taking part in National Anti-Bullying Week each November. Through this we aim to raise awareness of bullying issues and renew our pledge to combat bullying in our school.

Dealing with Bullying Incidents

In dealing with bullying incidents, we will observe these key points.

- We will not ignore bullying
- Staff should not make premature assumptions

- All accounts of the incidents should be listened to fairly
- We will make every effort to adopt a problem-solving approach, which encourages pupils to find solutions rather than simply justify themselves.
- Staff should record details of any bullying incidents that have happened
- Parents/carers of the children involved will be contacted, with explanations of the situation and what we are doing to resolve it
- We will follow up to check bullying has not resumed through direct observation and careful monitoring

Records

The school will keep records of all incidents and the school's response. This will initially be when it has been established that the victim has been repeatedly subjected to unacceptable behaviour as defined in this policy. Confirmed cases of bullying must be recorded and followed up for a period of time afterwards. All incidents of bullying will be discussed with all relevant staff and parents of the children involved, in order that everyone can be vigilant and that further incidents by the same child(ren) may be prevented from happening in the future.

In the case of racist, homophobic, bisexual or transgender bullying, this must be reported to the Headteacher.

Formal Action

If pupils do not respond to preventative strategies to combat bullying, we will take formal action to stop bullying behaviour. These sanctions are in line with the school's discipline policy. The school will also keep records of this including stating which sanction has been given and why.

These sanctions will include:

- A formal warning
- Removal from the group
- Withdrawal of break or lunchtime privileges to complete 'reflection' (the extent of withdrawal depending upon the seriousness of the behaviour)
- Excluding the pupil from any non-essential elements of the curriculum e.g. a school trip or sports event
- Parental Involvement
- Community Police Involvement
- Fixed period exclusion

In the case of persistent and violent bullying, it is likely that the pupil will be permanently excluded.

Cyberbullying (based on guidelines from DFE Standards site)

Tackling cyberbullying

Mobile, Internet and wireless technologies have increased the pace of communication and brought benefits to users worldwide. But their popularity provides increasing opportunities for misuse through 'cyberbullying'. It's crucial that children and young people, who are particularly skilful at adapting to new technology, use their mobiles and the Internet safely and positively, and that they are aware of the consequences of misuse. School staff, parents and pupils of Uswoth Colliery Primary School have to be constantly vigilant and work together to prevent this form of bullying and tackle it wherever it appears.

The advent of cyberbullying adds new dimensions to the problem of bullying. Unlike other forms of bullying, cyberbullying can follow children and young people into their private spaces and outside school hours; there is no safe haven for the person being bullied. Cyberbullies can communicate their messages to a wide audience with remarkable speed, and can often remain unseen and unidentifiable.

What is cyberbullying?

- **Text message bullying** involves sending unwelcome texts that are threatening or cause discomfort.
- **Picture/video-clip bullying via mobile phone cameras** is used to make the person being bullied feel threatened or embarrassed, with images usually sent to other people. 'Happy slapping' involves filming and sharing physical attacks.
- **Phone call bullying via mobile phone** uses silent calls or abusive messages. Sometimes the bullied person's phone is stolen and used to harass others, who then think the phone owner is responsible. As with all mobile phone bullying, the perpetrators often disguise their numbers, sometimes using someone else's phone to avoid being identified.
- **Email bullying** uses email to send bullying or threatening messages, often using a pseudonym for anonymity or using someone else's name to pin the blame on them.
- **Chat room bullying** involves sending menacing or upsetting responses to children or young people when they are in a web-based chat room.
- **Bullying through instant messaging (IM)** is an Internet-based form of bullying where children and young people are sent unpleasant messages as they conduct real-time conversations online.
- **Bullying via websites** includes the use of defamatory blogs (web logs), personal websites and online personal polling sites. There has also been a significant increase in social networking sites for young people, which can provide new opportunities for cyberbullying.

School staff, parents and pupils of Uswoth Colliery Primary School need to work together to prevent this and to tackle it whenever it occurs.

The School has a duty to ensure that:

- teachers have sufficient knowledge to deal with cyber bullying in school
- the curriculum teaches pupils about the risks of new communications technologies, the consequences of their misuse, and how to use them safely
- all e-communications used on the school site or as part of school activities off-site are monitored
- Internet blocking technologies are continually up-dated and harmful sites blocked
- they work with pupils and parents to make sure new communications technologies are used safely, taking account of local and national guidance and good practice
- security systems are in place to prevent images and information about pupils and staff being accessed improperly from outside school
- they work with police and other partners on managing cyberbullying.

Staff have responsibilities in:

- teaching children safe Internet etiquette
- applying school policy in monitoring electronic messages and images
- **giving pupils key guidance on:**
 - personal privacy rights
 - material posted on any electronic platform
 - photographic images
- taking action if a pupil is being cyber bullied or is bullying someone else
- teaching pupils the value of e-communications and the risks and consequences of improper use, including the legal implications .

Parents of Usworth Colliery Primary School are encouraged to share these guidelines:

- Don't wait for something to happen before you act. Make sure your child understands how to use these technologies safely and knows about the risks and consequences of misusing them.
- Make sure your child knows what to do if they or someone they know are being cyber bullied.
- Encourage your child to talk to you if they have any problems with cyber bullying. If they do have a problem, make a note of what your child has said, contact the school, the mobile network or the Internet Service Provider (ISP) to do something about it.
- Parental control software can limit who your child sends emails to and who he or she receives them from. It can also block access to some chat rooms.
- Moderated chat rooms are supervised by trained adults. Your Internet service provider will tell you whether they provide moderated chat services.
- Visit www.nch.org.uk for more information on Internet safety.
- Read our school anti-bullying brochure for more information about cyber bullying

Usworth Colliery Primary School can help parents by:

Providing briefing for parents on:

- **e-communication standards and practices in schools**
 - what to do if problems arise
 - what's being taught in the curriculum
- **Support for parents and pupils if cyber bullying occurs by:**
 - assessing the harm caused
 - identifying those involved
 - taking steps to repair harm and to prevent recurrence

Staff have worked alongside school Councillors and pupils to create a guidelines booklet and an information leaflet about anti-bullying, which also includes clear statements about cyberbullying and e-communications. This is available on our school website and from the school office. These documents aim to give advice to both parents and pupils.

Our school's advice to Bullied Pupils:

We will tell our children not to suffer in silence. This will be reinforced through general day-to-day teaching and specifically PSHE ethos.

During a bullying incident, pupils will be advised to:

- try to stay calm and look as confident as they can
- be firm and clear and look the bully in the eye and tell them to stop
- get away from the situation as quickly as they can
- tell an adult what has happened straight away

After they have been bullied, pupils should:

- tell a teacher or other adult at school
- tell their family and friends
- take a friend with them if they are scared to tell an adult by themselves
- not blame themselves for what has happened

When they talk to an adult about the bullying, pupils should be clear about:

- what has happened to them
- when, and how often it has happened
- who was involved
- where it happened

- who saw what happened
- what they have done about it already

The Role of Parents and Carers

Bullying is everyone's problem. All staff, pupils and parents/carers should be aware that bullying exists and share a commitment to combat it and to make the school a happier place for everyone. In this digital age, parents/carers should be alert to any negative response from their child in respect of mobile phone calls, text messages, e-mails or other electronic messages.

When, after discussion, we confirm a child has been bullying we will contact the parents/carers to discuss the issues. We will ask parents to:

- talk to the child and explain that bullying is wrong and makes others unhappy
- try to help their child to imagine how it feels to be bullied
- explore why the bullying has taken place
- identify an appropriate sanction at home
- show the child how to join in with others without bullying
- make an appointment to see the Head Teacher as soon as possible to discuss how the school and the parents/carers together can stop the bullying
- talk to the child regularly about how things are going at school
- give the child lots of praise and encouragement when they are being kind and considerate to others.

We will also contact the parents/carers of the child being bullied, with explanations of the situation and what we are doing to resolve it, and what sanctions will be put in place.

We will follow up the bullying child's behaviour through direct observation and careful monitoring. A further instance of bullying behaviour would result in exclusion.

We ask parents/carers to contact the school if they suspect their child is being bullied.

Parents of a bullied child should:

- talk to the child calmly about it and reassure the child that telling them about it was the right thing to do
- make a note of what the child says
- explain that the child should report any further incidents to a teacher or other member of staff straight away
- make an appointment to see the Headteacher or senior member of staff as soon as possible

Whilst we make every effort to ensure that there is mutual agreement regarding the outcomes of the investigation of any bullying incidents, it may be that from time to time there is a disagreement between the school and parents. In such cases, parents/carers should follow the school's complaints procedure. This can be obtained from the school office and can also be found on the school's website.

Written by : Danielle Smith

Agreed Date: March 2018

Review Date: Every three years (unless significant changes need to be made)

Signed:
Head Teacher

Signed:
Chair of Governors

Date:

Date: