



# **Shapla Primary School**

**Keeping Safe Policy (Anti Bullying)**

**January 2015**

## **Aims**

At Shapla School we believe that all pupils have the right to be safe, to be valued and not physically, verbally or emotionally abused. We aim to encourage a climate of positive support in our school. Bullying of any kind is unacceptable. If bullying does occur pupils should be able to talk to an adult and should feel assured that it will be taken seriously and dealt with promptly.

Children who bully have often been bullied by others. It is therefore important that we give children who bully strategies to help them change behaviour patterns.

## **Objectives**

- To ensure that our equalities policy is effective and that we promote equality and diversity
- To provide a supportive environment so that children feel safe to express their thoughts and feelings
- To prevent bullying in all its forms
- To provide children with effective strategies for dealing with any form of bullying, should it happen to them or others
- To have in place procedures to allow for a consistent approach.
- To inform and include parents/carers in implementing the agreed procedures
- To ensure that bullying is not repeated

## **Context**

We are committed to the legal requirement for all schools to have an Anti-Bullying policy in place. We will ensure this is consistent in the following ways:

- All teaching and non-teaching staff know what the Anti-Bullying policy is. Staff must consistently and swiftly follow procedures when bullying is reported.
- All pupils will know what the school policy is on bullying and what they can do if bullying occurs to them or others.
- Pupils and parents/guardian will be assured that they will be supported when bullying is reported.
- Whole school initiatives (staff training, celebration assemblies, Anti-Bullying Week, theatre groups etc) and proactive teaching strategies (through PSHEE curriculum) such as lessons, circle time etc will be used throughout the school to reduce the likelihood of bullying occurring.
- At Shapla we provide a positive, caring ethos within the school environment that enables everyone to work, play and express themselves, free from the fear of being bullied.

## **Definition of Bullying**

Bullying is actions or behaviours by a person or group of people that deliberately hurts, threatens, frightens or causes anxiety to another individual or group. These actions or behaviours are bullying if they are repeated over a period of time.

Such actions or behaviours which are persistent might include:

- ❖ Physical: Pushing, hitting, kicking, snatching, and taking someone's belongings, demanding money or possessions as payment for friendship or safety, inciting others to cause harm.
- ❖ Verbal: Name calling, insults, swearing at someone, offensive remarks, persistent teasing.
- ❖ Emotional: Deliberately leaving people out, threatening them, putting them down, spreading rumours, ganging up on others, Cyber bullying.
- ❖ Sexual: Inappropriate touching or physical contact, comments about someone's appearance, refusing to co-operate in work or play. Making negative comments about boys or girls.
- ❖ Discriminatory: Excluding someone because of a difference eg physical, cultural, religious or family background.
- ❖ Racist: Refusing to co-operate in work or play, racist jokes, name calling or insults, making any negative comments about a person's race.

## **Bullying is not:**

..... the odd occasion of falling out with friends, name calling, arguments or when the occasional trick or joke is played on someone. It is bullying if it is done several times on purpose, or if it involves many children against one. Children sometimes fall out or say things because they are upset. When occasional problems of this kind arise, it is not classed as bullying. It is an important part of children's development to learn how to deal with friendship breakdowns, the odd name calling or childish prank. We all have to learn how to deal with these situations and develop social skills to repair relationships.

## **Possible signs of Bullying (Kidscape)**

A child may indicate by their behaviour that he or she is being bullied. If a child shows some of the following signs, bullying may be responsible and we might want to ask if someone is bullying or threatening them.

Children may:

- be frightened of walking to and from school
- change their usual route
- not want you to go on the school bus
- beg you to drive them to school

- be unwilling to go to school (or be 'school phobic')
- feel ill in the mornings
- begin truanting
- begin doing poorly in their school work
- come home regularly with clothes or books destroyed
- come home starving (bully taking dinner money)
- become withdrawn, start stammering, lack confidence
- become distressed and anxious, stop eating
- attempt or threaten suicide
- cry themselves to sleep, have nightmares
- have their possessions go missing
- ask for money or start stealing (to pay the bully)
- continually 'lose' their pocket money
- refuse to talk about what's wrong
- have unexplained bruises, cuts, scratches
- begin to bully other children, siblings
- become aggressive and unreasonable
- give improbable excuses for any of the above .

### **Promoting good friendships and resolving conflict**

It is important for us to recognise the effects of feeling bullied on children's learning and not underestimate the importance of giving children time to discuss their feelings, friendships, playtimes etc.

We implement a PHSEE curriculum throughout the school and will hold regular circle times to encourage children to talk about issues that concern them; these may well include relationships with other children. We will always help the children to resolve their problems through discussion.

Our Learning Mentor works regularly with children who need support with friendships, or who have been the victims or perpetrators of bullying.

### **Anti-bullying strategies; Keeping Safe**

We want to empower children at Shapla to feel confident, which is why it is so important to give children regular opportunities to talk about how they feel. Everyone should be able to talk about bullying behaviour and understand that this is the way to keep everyone safe.

- We ensure children are taught essential social skills such as:
  - Positive body language
  - What to do when you feel really angry
  - How to ask to join in a game
  - How to say you don't like what someone else does eg "I don't like it when you snatch the pens, it makes me feel..."

- We aim to be consistent in our responses – in the playground and in the classroom. We do this by using the Shapla Values to remind children of the behaviour we expect. Everyone has a duty to take incidents seriously and to make sure parents are kept informed of any investigations by the class teacher and Head teacher / Deputy Head teacher
- We make sure that children understand Cyber bullying and how to stay safe when using the internet, or giving out personal details such as mobile numbers.
- **We all need to remember that behaviour is learned and can change.**
- Our 'Keeping Safe' leaflet for children and parents in Foundation Stage and Key Stage One and 'End Bullying' leaflet for children and parents in Key Stage Two explain our approach – all staff should be familiar with and follow the advice given in the leaflets.

**Please see listed resources for support materials in Appendix 2**

### **Role of Parents:**

Parents have an important part to play in our anti-bullying policy.

Advice for parents:

- Always take an active role in your child's education. Enquire how their day has gone, who they have spent their time with etc
- Look out for unusual behaviour in your child – for example, they may suddenly not wish to attend school, feel ill regularly, or not complete work to their usual standard.
- If you feel your child may be a victim of bullying behaviour, inform school immediately. Your complaint will be taken seriously and appropriate action will follow.
- If a child has bullied your child, please do not approach that child or parent in the playground or involve an older child to deal with the bully. Please inform school immediately.
- It is important that you advise your child not to fight back. It can make matters worse!
- Tell your child that it is not their fault that they are being bullied.
- Reinforce the school's policy concerning bullying and make sure your child is not afraid to ask for help.

### **Procedures**

If bullying is suspected staff listen carefully to the accounts of what has happened from all those involved.

If bullying is found to have occurred the incident will be referred to the Head teacher, Deputy Head teacher or a member of the Senior Leadership Team:

- ❖ A full investigation will be carried out, including witness statements, to establish the facts
- ❖ The class teacher will be briefed
- ❖ Parents of the child who has bullied and the bullied child will be contacted and seen as soon as possible
- ❖ The child who has bullied will be excluded for one day for the first incident

- ❖ The School Governors will be informed at the next full governor meeting
- ❖ If further bullying occurs the period of exclusion will increase to 3 days and may lead to permanent exclusion

We will monitor closely to check that bullying does not reoccur. Children may be referred to the Learning Mentor or to Children and Adult Mental Health Service (CAMHS) as a result of on-going bullying

### **Links to other Policies**

PHSEE:

- Developing a healthy, safer lifestyle
- Make real choices

Behaviour policy

### **Consultation**

Staff: November 2010

Children: November 2010

Parents: November 2010

Governors: June 2011

**Monitoring & Evaluation of the Policy:** Every 2 years

**Approved by Governors:** 25.2.15

**Named Governor:** Maria Albadalejos

**Review date:** January 2017

## Appendix 1

### Sources of Further Information, Support & Help

There is a vast amount of information and guidance available about bullying that can provide a wide range of support and help. The following list is just a small selection of the support available that teachers, parents and children have found useful –

Kidscape 020 7730 3300 (general enquiry number)  
08451 205204 (helpline for adults only)  
[www.kidscape.org.uk](http://www.kidscape.org.uk)

Childline 0800 1111 (helpline for children)  
[www.childline.org.uk](http://www.childline.org.uk)

Family Lives 0808 800 2222  
<http://familylives.org.uk/>

Anti-bullying Alliance 0207 843 1901  
[www.anti-bullyingalliance.org](http://www.anti-bullyingalliance.org)

NSPCC 0808 800 5000  
[www.nspcc.org.uk](http://www.nspcc.org.uk)

## Appendix 2 Resources in school

1. PHSEE curriculum unit each year: Me and Keeping Safe

2. Non Fiction:

Let's Talk About Bullying

Problem Solvers - Why Fight?

Problem Solvers – Why be Bossy?

Problem Solvers - Why Lose Your Temper?

Problem Solvers – Why be Unfriendly?

Bullies and Gangs - Julie Johnson

Feeling Happy Feeling Safe – Michele Elliott

PSHE Classroom Activity Handbook

Positive People – Self-esteem building course for young children – Claire Moore and Tina Rae

A Volcano in my Tummy – helping children to handle anger – Elaine Whitehouse and Warwick Pudney

The Stop, Relax and Think Script Book – Hennie Shore

The Anger Solution Workbook – Lisa M Schob

What's Best for Me – Game and audio tape and anger control program for young children – Ken Smith

Don't be Difficult – A game to help children consider the consequences of positive and negative choices

Catch Them Being Good – game exploring self esteem

Sticks and Stones... – A Thomas Brown film video and teacher book on bullying

Friendship Island – dealing with conflict

Bullies to Buddies – game and poster

The Conflict Resolution Game

Just Like Every Other Morning – Core issue – bullying CD Rom and book

3. Fiction:

The Willow Street Kids - Beat the Bullies

The Willow Street Kids - Be Smart, Stay Safe

Anthony Browne