

CANTRELL PRIMARY SCHOOL

Harmony Through Working Together

Anti-Bullying Policy

October 2019

OBJECTIVES

- All governors, teaching and non teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors, teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is being reported.
- All pupils and parents should know what the school policy is on bullying and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.

BULLYING AT CANTRELL PRIMARY SCHOOL WILL NOT BE TOLERATED

Anti-Bullying Policy

Cantrell Primary school is committed to providing a caring, friendly, disciplined and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere and fulfil their potential. Bullying of any kind is unacceptable at our school; it can affect a person's social, mental and emotional health. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a telling school. This means that anyone who knows that bullying is happening is expected to tell the staff.

This policy is based on DfE Guidance 'Preventing and Tackling Bullying' July 2017.

What is Bullying?

We operate the principle of **STOP** – Several Times On Purpose to define acts of bullying.

At Cantrell bullying is defined as the intention of hurting another person. Bullying results in pain and distress to the victim.

Bullying can be, but is not restricted to:

- **Cyber** All areas of internet, such as email & internet chat room misuse, mobile threats by text messaging & calls, misuse of associated technology i.e. camera and video facilities
- **Emotional** Being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- **Homophobic** Because of or focussing on the issue of sexuality
- **Physical** Pushing, kicking, hitting, punching or any use of violence
- **Racist** racial taunts, graffiti, gestures
- **Sexual** Unwanted physical contact or sexually abusive comments
- **Verbal** name calling, sarcasm, spreading rumours, teasing
- **SEND** Related to the special educational needs or disability of a person

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving. Schools have a responsibility to respond promptly and effectively to issues of bullying.

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of the possible signs and that they should investigate if a child...

- Is frightened of walking to or from school
- 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 mornings
- Begins to do poorly in school work
- Comes home with torn clothes or books damaged
- Has possessions which are damaged or go missing
- Asks for money or starts stealing money (to pay bully)
- Has dinner money or other money continually 'lost'
- Has unexplained cuts or bruises
- Comes home starving (lunch has been stolen)
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or siblings
- Stops eating
- Is frightened to say what is wrong
- Gives improbable excuses for any of the above
- Is afraid to use the internet or a mobile phone

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

Procedures

The following steps may be taken when dealing with all incidents of bullying reported to the school:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached or witnessed the concern.
- The school will provide appropriate support for the person being bullied – making sure they are not at risk of immediate harm and will involve them in any decision making as appropriate.
- The incidents will be recorded by staff in SIMS and also reported to the Head teacher.
- The Head teacher will interview all parties involved and will inform other staff members, Governors, parents/carers, where appropriate. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.
- Sanctions and support for individuals will be implemented, in consultation with all parties involved.
- In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem.
- If necessary and appropriate, for example, some types of harassing or threatening behaviour – or communications – could be deemed to be a criminal offence, then the police will be consulted.
- Where bullying outside school is reported to school staff, it will be investigated and acted on. The Head teacher will also consider whether it is appropriate to notify the police, for example if the misbehaviour might be criminal or pose a serious threat to a member of the public.

Outcomes

- The bully (ies) will be asked to genuinely apologise.
- In serious cases exclusion may be considered.
- If possible pupils will be reconciled.
- After the incident/incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place; attempts will be made to help the bully(ies) change their behaviour.
- Attempts will be made, when necessary, to help restore the self-esteem and confidence of the victim.

Prevention

Cantrell has created an ethos of good behaviour where pupils treat one another and the school staff with respect because they know that this is the right way to behave. This extends beyond the classroom to the corridors, the dining hall, the playground and when on school trips. Cantrell staff encourage the children to show respect for all staff and other pupils and to be aware of how their behaviour affects others. We try to celebrate successes and achievements which in turn help promote and build a positive school ethos.

We will use a variety of methods for helping children to prevent bullying. As and when appropriate, these may include:

- Work with peers and staff on ways to improve behaviour
- Writing a set of school rules
- Signing a behaviour contract
- Writing stories or poems or drawing pictures about bullying
- Reading stories about bullying or having them read in class or as part of assemblies
- Making up role plays
- Having discussions about bullying and why it happens
- Taking part in UK's anti bullying week (November)
- Conferencing between the bully and the victim

Further Sources of Information

Useful links and supporting organisations:

- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
- Childline: www.childline.org.uk
- Family Lives: www.familylives.org.uk
- Kidscape: www.kidscape.org.uk
- MindEd: www.minded.org.uk
- NSPCC: www.nspcc.org.uk
- The BIG Award: www.bullyinginterventiongroup.co.uk/index.php
- PSHE Association: www.pshe-association.org.uk
- Restorative Justice Council: www.restorativejustice.org.uk
- The Diana Award: www.diana-award.org.uk
- Victim Support: www.victimsupport.org.uk
- Young Minds: www.youngminds.org.uk
- Young Carers: www.youngcarers.net
- The Restorative Justice Council: www.restorativejustice.org.uk/restorative-practice-schools

SEND

- Changing Faces: www.changingfaces.org.uk
- Mencap: www.mencap.org.uk
- Anti-Bullying Alliance Cyberbullying and children and young people with SEN and disabilities: www.cafamily.org.uk/media/750755/cyberbullying_and_send_-_module_final.pdf
- DfE: SEND code of practice: www.gov.uk/government/publications/send-code-of-practice-0-to-25

Cyberbullying

- Childnet International: www.childnet.com
- Digizen: www.digizen.org
- Internet Watch Foundation: www.iwf.org.uk
- Think U Know: www.thinkuknow.co.uk
- UK Safer Internet Centre: www.saferinternet.org.uk
- The UK Council for Child Internet Safety (UKCCIS) www.gov.uk/government/groups/uk-council-for-child-internet-safety-ukccis

LGBT

- Barnardos LGBT Hub: www.barnardos.org.uk/what_we_do/our_work/lgbtq.htm
- Metro Charity: www.metrocentreonline.org
- EACH: www.eachaction.org.uk
- Proud Trust: www.theproudtrust.org
- Schools Out: www.schools-out.org.uk
- Stonewall: www.stonewall.org.uk

Race, religion and nationality

- Anne Frank Trust: www.annefrank.org.uk
- Kick it Out: www.kickitout.org
- Report it: www.report-it.org.uk
- Stop Hate: www.stophateuk.org
- Tell Mama: www.tellmamauk.org
- Educate against Hate: www.educateagainsthate.com/
- Show Racism the Red Card: www.srtrc.org/educational

Sexual harrassment and sexual bullying

- Ending Violence Against Women and Girls (EVAW) www.endviolenceagainstwomen.org.uk
- A Guide for Schools: www.endviolenceagainstwomen.org.uk/data/files/resources/71/EVAW-Coalition-Schools-Guide.pdf
- Disrespect No Body: www.gov.uk/government/publications/disrespect-nobody-campaign-posters
- Anti-bullying Alliance: advice for school staff and professionals about developing effective anti-bullying practice in relation to sexual bullying: www.anti-bullyingalliance.org.uk/tools-information/all-about-bullying/sexual-and-gender-related

Note: Additional links can be found in 'Preventing and Tackling Bullying' (July 2017)
www.gov.uk/government/publications/preventing-and-tackling-bullying