

Leasowe Primary School

ANTI BULLYING POLICY



Review Date October 2024

Definition

Bullying is repeated behaviour that is intended to hurt, threaten or frighten

someone else. Governors as employers duties:

- Employers also have a common law duty of care to pupils in school. They are required to take reasonable care.
- The statutory and common law duties are discharged if reasonable precautions are taken to prevent bullying in schools and there are procedures in place to record any incidents that do take place and procedures to take appropriate action to stop further incidents.
- Employers should give employees who are responsible for implementing a school's anti-bullying procedures whatever information and training in necessary.

School staff as employees duties:

- Employees must take reasonable care for the health and safety of others at work.
- Employees must co-operate with the employer in health and safety matters.

What is bullying?

Bullying is deliberately hurtful behaviour repeated over a period of time. 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.

Bullying can include:

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

Symptoms of bullying:

Early signs that a child is being bullied could be:

- The child becoming withdrawn
- A deterioration in the child's work
- Erratic attendance or spurious illness
- Persistently arriving late at school
- General unhappiness or anxiety
- The child wanting to remain with adults
- Sudden outbursts not in common with the child's normal behaviour

Physical symptoms could include headaches, stomach aches, fainting, fits, vomiting or hyperventilation. Victims can become depressed and this can continue into their adult lives. They can want to take their own lives.

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
- Teach pupils about their relationships with others through the curriculum
- CEOP Think you know training to prevent and address any incidents of cyber bullying

Strategies to combat bullying:

We aim to include the following in our teaching:

- Befriending
- Circle of friends
- Support groups
- Mediation by adults
- Mediation by peers (Guardians)
- Social Skills groups
- CEOP Think you know training for children, staff and parents

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.

The objective is to give the befriended pupil someone to talk to and to help them feel more

positive about themselves.

Circle of Friends

A small number of pupils volunteer to form a circle of friends for a vulnerable pupil to help improve the pupil's level of inclusion and acceptance and to increase insight into his or her feelings and behaviour.

Support Groups

The support group for a bullied pupil includes those involved in the bullying. The aim is to get the bully to identify with the victim and then to help resolve the problem.

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.

Formal Action

If pupils do not respond to preventative strategies to combat bullying, we will take formal action to stop bullying behaviour.

Sanctions will include:

- Removal from the group
- Withdrawal of break or lunchtime privileges
- Banning the pupil from a school trip or sports event if these are not an essential part of the curriculum
- Parental Involvement
- Internal exclusion
- Fixed period exclusion

In the case of provable, persistent and violent bullying we will normally seek to permanently exclude the bully.

Dealing with bullying incidents

In dealing with bullying incidents, we will observe five 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.

- We will follow up to check bullying has not resumed.

Records

The school will keep records of all incidents and the school's response.

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 PHSCE 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
- 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
- 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

Bullying is everyone's problem. All staff, pupils and parents should be aware that bullying exists and share a commitment to combat it and to make the school a happier place for everyone.

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

- Talk to the child and explain that bullying is wrong and makes others unhappy
- Show the child how to join in with others without bullying
- Make an appointment to see the child's teacher or form tutor as soon as possible, and explain the problem and discuss how the school and the parents 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.

From this sanctions and outline plans will be agreed. We will follow up the bullying child's behaviour and further bullying will result in escalation of sanctions.

We will ask parents 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 Head Teacher as soon as possible

Wirral Anti-bullying Strategy

Within school we are committed to following the 5 strands of the Wirral Anti-bullying Strategy.

The Wirral Anti-bullying Strategy states that:

Wirral Children's and Young Peoples Department are committed to providing safe environments for children and young people where they develop positive relationships and choose not to bully. To ensure effective use of limited resources the anti-bullying steering group has developed an anti-bullying strategy which aims to establish an effective overarching framework on which to work with partners to promote excellent anti-bullying practice within all educational establishments.

The five key strands underpinning Wirral Anti Bullying Strategy are:

- Policy and Practice which focuses on providing opportunities for key partners to build upon existing capacity to promote effective anti-bullying practice;
- Managing the use of data which aims to promote the maintenance of accurate records and improving the gathering of intelligence gathered around bullying
- Encouraging best practice through effective partnership will support key partners to

build on existing capacity to combat bullying. Best practice within particular groups that support those who are particularly vulnerable to bullying will be promoted

- Children and young people's participation highlights that consulting with children and young people is a priority
- Schools and services for children and young people will encourage schools, services and organisations across Wirral to have a wide range of effective policies and practices in place to prevent and tackle bullying.

Leasowe Primary School- Bullying Concerns – Prompt Form

Pupil Name _____

What happened?

When did it happen?

Where did it happen?

Did anyone witness the event?

Outcomes:

Checked for earlier incidents involving the same pupil;

Notified parents/ carers;

Individual discussion with pupils involved;

Group discussion with pupils involved;

Notified class teacher

Signed _____

Date _____

Anti- Bullying Policy Follow-up Record

Date	Action taken by	Brief Description of Action	Outcome

Bullying stopped – Yes / No

Further action to be taken:

Any other comments