

THUNDERSLEY PRIMARY SCHOOL

Anti-bullying Policy



Person Responsible	<i>Emma Dawson</i>
Policy produced	<i>June 2011</i>
Policy agreed/last reviewed	<i>July 2022</i>
To be reviewed	<i>Summer 2024</i>
Other Policies/documents Related	<i>Positive Behaviour Management Policy Golden Rules Keeping Safe in Education Child Protection Policy Equalities Policy</i>
Other Paperwork Attached (appendix)	

Thundersley Primary School

Anti-bullying Policy

Statement of Intent

We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. 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. We buy into an online app, Tootoot which gives children the opportunity to report incidents of bullying anonymously.

Objectives of this Policy

- All Governors, teaching and non-teaching staff, pupils and parents/carers will have a shared understanding of what bullying is.
- All Governors, teaching and non-teaching staff will know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents/carers will know what the school policy is on bullying, and what they should do if bullying arises.

What Is Bullying?

We do not tolerate any harmful behaviour in school and will take swift action to intervene where this occurs. Not all unkind behaviour is bullying. As a school, we regularly discuss what bullying is so that children will recognise it if it happens.

Bullying is the **repetitive, intentional, unprovoked** hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological. It can happen face-to-face or through cyberspace.

Bullying can be:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical pushing, kicking, hitting, punching or any use of violence
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Cyber All areas of internet, such as email and internet chat room misuse, including online gaming, Mobile threats by text messaging & calls

Bullying behaviour may be a result of prejudice that relates to perceived or actual differences. This can lead to prejudice and discriminatory language or behaviour, including racism, sexism, homophobia, biphobia or transphobia.

Our Anti-Bullying Motto

At Thundersley, children recognise bullying as something which happens

SEVERAL TIMES ON PURPOSE (UNPROVOKED) - STOP and they know that **TOGETHER** we can put a **STOP** to it.



Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these 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)
- 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 morning
- Begins to do poorly in school work
- Comes home with clothes torn or books damaged
- Has possessions which are damaged or "go missing"
- Asks for money or starts stealing money (to pay bully)
- Has dinner or other monies continually "lost"
- Has unexplained cuts or bruises
- Comes home starving (money/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 mobile phone
- Is nervous and jumpy when a cyber message is received
- Reluctance to play certain online games

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

Prevention

We feel that it is as vital to try to prevent bullying, as it is to deal with incidents of bullying. In this way, we hope that we are preparing children for life outside school as well as ensuring that time in school is happy and safe.

Children are taught to recognise bullying, to watch out for it happening and to report it to put a **STOP** to it.

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

- Holding anti-bullying days/weeks
- Writing stories or poems or drawing pictures about bullying
- Reading stories about bullying or having them read to a class or assembly
- Making up role-plays
- Having discussions about bullying and why it matters
- Using circle time to address issues as a class
- Using 'worry boxes' or 'feelings circles' so that children can express that they need to talk in private
- Regular assemblies about bullying and how to prevent/deal with it.

Reporting

We rely on the whole community working together to put a STOP to bullying. If a parent/carer is concerned that their child is being bullied, they must report their concerns to the school immediately.

If a child is concerned that they or a friend is being bullied they must report this to an adult immediately or if they are worried about doing so, through our online app, Tootoot.

Investigating

Each individual case is unique, but there are certain actions which are taken in each case. When suspected bullying has been reported to us, we will take the following action:

1. Incidents will be investigated thoroughly by a Senior member of staff. This will involve listening to the victim and/or their parents/carers about their concerns, asking questions of staff and children who may have witnessed any incidents and feeding back findings to parents/carers. Notes will be taken and any findings recorded on Tootoot.
2. Once Senior Leaders have a clear idea of the nature of the incident(s), this will be feedback to parents/carers of the victim with an indication of action which will be taken.

Concluding

There are several possible conclusions which will be reached after an investigation: -

1. The incidents constitute bullying -SEVERAL TIMES ON PURPOSE, (UNPROVOKED) - and the bullying **actions** below are put into place.

or

2. School and parents/carers suspect that bullying may have taken place, but there is not the evidence to prove this. In this case a 'monitoring book' will be put in place and the children will be carefully watched by all staff.

or

3. The child is found to have been treated unkindly, but the incidents do not constitute bullying. Typically, this takes the form of friendship problems and work on friendship needs to take place with the children.

Action

1. If the investigation confirms that bullying has taken place, support for the victim will be put in place, in the form of one to one sessions with Mrs. Godier, our Nurture teacher or counselling through the BATIC Counselling Service.
2. If the investigation confirms that bullying has taken place, parents/carers of children who have been bullying will be called in for a meeting to discuss the issue.
3. Action will be taken to help the bully (bullies) change their behaviour through consequences and sanctions. This may involve outside agencies, particularly as research shows that children who show bullying behaviour are likely to have experienced Adverse Childhood Experiences.
4. If appropriate, the Support Group method will be used to support the victim and develop empathy in the bully, following the Essex guidance. Parents/Carers of the child who is being bullied will be informed and this option explained to them. Permission to be part of a Support Group will be sought at the beginning of each year with other general permission requests.
5. In serious cases, suspension or even fixed term exclusion will be considered.
6. After the incident(s) have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
7. If possible, the pupils will be reconciled.

HELP ORGANISATIONS:

Advisory Centre for Education (ACE)

<http://www.ace-ed.org.uk/advice-about-education-for-parents>

Monday to Wednesday from 10am to 1pm. Term time only. 0300 0115 142

Children's Legal Centre

<https://www.childrenslegalcentre.com/>

Kidscape Parent Advice Line

[Call 020 7823 5430](tel:02078235430)

(Mon-Thurs, 9am to 1pm)

<https://www.kidscape.org.uk/>

Parentline Plus <https://www.familylives.org.uk/> 0808 800 2222

Youth Access <http://www.youthaccess.org.uk/> 020 8772 9900

Bullying UK <https://www.bullying.co.uk/> 0808 800 2222

Childline <https://www.childline.org.uk/> 08001111

CEOPS <https://www.ceop.police.uk/safety-centre/>

Tootoot <https://tootoot.co.uk/>