



Inspire

Grow

Achieve

Attleborough Primary School

Anti-Bullying Policy

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1. Our vision and values

At Attleborough Primary School we **inspire** a life-long love of learning, through an exciting and creative curriculum which enables children to **achieve** their full potential. We celebrate our many diverse backgrounds which helps our children to **grow** into positive and active citizens. Our school is a happy and healthy place to learn.

2. Aims and purposes of the policy

Attleborough Primary School is committed to providing a caring, friendly and safe environment for all our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable and will not be tolerated at our school. We take all incidences of bullying seriously and it is our duty as a whole school community to take measures to prevent and tackle any bullying, harassment or discrimination. We are a TELLING school. This means that ANYONE who knows that bullying is happening is expected to tell the staff.

3. Definition of bullying

Bullying is behaviour which is hurtful or unkind and is deliberate and repeated. Bullying can be carried out by an individual or a group of people, towards an individual or group. The STOP acronym can be applied to define bullying –
Several **T**imes **O**n **P**urpose.

4. The nature of bullying can be:

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

Bullying can be:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical pushing, kicking, hitting, punching or any use of violence
- Racist racial taunts, graffiti, gestures
- Sexual unwanted physical contact or sexually abusive comments
- Homophobic because of, or focussing on the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumours, teasing
- 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 & video facilities
- Disability Excluding, name calling, tormenting
- Religion Excluding, disrespect, name calling
- Gender Taunting, disrespect

Bullying may also be directed towards school staff, whether by pupils, parents or other staff and will be addressed in the same way as mentioned above.

5. Reporting – roles and responsibilities

STAFF: All school staff, both teaching and non-teaching (for example midday supervisors, caretakers, librarians) have a duty to report bullying in line with the procedure outlines above, to be vigilant to the signs of bullying and to play an active role in the school's measures to prevent bullying.

SENIOR STAFF: The Senior Leadership Team and the head teacher have overall responsibility for ensuring that the anti-bullying policy is followed by all members of staff and that the school upholds its duty to promote the safety and well-being of all young people

5a. The Role of Children

Children are expected to be responsible for their personal conduct and behaviour. This includes supporting others by reporting concerns, promoting the anti-bullying messages and being positive citizens of the school community.

Children should:

Report all incidents of bullying using the school's procedures

Tell the Bully to stop, if it is safe to do so, but never get angry or hit them.

Act in a respectful and supportive manner to their peers, reporting any suspected incidents which the victim may be afraid to report for themselves

Promote the aims of the anti-bullying policy

Avoid any behaviour which could constitute bullying, or could be construed as bullying, including inaction on witnessing bullying behaviour.

5b. The Role of Parents/Carers

Parents and carers play a vital role in the education of their children. They can assist in combating bullying by not accepting such behaviour, by encouraging appropriate behaviour towards others and by stressing the importance of reporting to an adult when they think someone is being bullied.

Parents/carers should:

Actively endorse and support the anti-bullying policy, and act in a calm and responsible manner with regard to bullying.

Stress to their children the importance of appropriate social behaviour and not act in any way that could escalate a situation or could be seen as bullying or threatening another child or adult.

Report any information, following the procedure outlined below, they may have concerning any victims or perpetrators of bullying as soon as possible, and make no promises to children that they will not tell anyone.

In the event of sanctions, support the actions taken by the school and make clear their disapproval of the behaviour.

Not automatically dismiss the suggestion that their own child could be involved in bullying, and act positively with the school to change the behaviour.

5c. Role of Attleborough Primary School:

A victim of bullying or a bystander should speak to someone they trust (friend, adult family member or any member of school staff). That person should then ensure that the incident is reported to an appropriate member of staff who will:

1. Make notes initially of the bullying on a reporting form
2. Report the incident to the Year Leader
3. Record the incident CPOMs and alert the DSL's
4. Record any investigations on CPOM's as follow-up actions to the original incident log.
5. Speak with the target and the perpetrator separately.
6. Inform parents/carers of incidents that pupils have made you aware of, whether they be the victim or perpetrator.
7. Designated school staff will produce termly reports summarising the information, which the head teacher will report to the governing body
8. Staff will offer support to the target of the bullying in discussion with the pupil's class teacher.
9. Individual meetings will then be held with any target of bullying to devise a plan of action that ensures they are made to feel safe and reassured that the bullying is not their fault.
10. Action plans maybe devised and will make use of school initiatives such as a buddy, playground monitoring or alternative lunch time provision.
11. Staff will pro-actively respond to the bully who may require support. They will discuss with the target's class teacher to devise a plan of action
12. Staff will inform parents or carers and where necessary involve them in any plans of action
13. Designated staff will assess whether any other authorities (such as police or the local authority) need to be involved, particularly when actions take place outside of school.

If a parent suspects there has been an incident of bullying they should speak to the class teacher initially, who will follow the procedure outlined above and inform the parents of the outcome. The teacher may need to share details of the incident with other members of staff and anonymised details with their classes for reflection, support and development of practice.

We will constantly reinforce that we believe that no case of bullying is too trivial to be warrant attention.

6. School initiatives to prevent and tackle bullying

Staff at Attleborough Primary School will remain vigilant at all times to identify any incidents of bullying, We use a range of measures to prevent and tackle bullying including:

👏 All staff watch for early signs of distress in pupils.

👏 All staff will listen, believe, act.

👏 Peer Mediators are trained and on duty at playtimes and lunchtimes and are available to all children if they need to discuss any issues. They are there as the first point of contact, if a child feels that they cannot tell an adult. The peer mediators meet regularly with a member of the teaching staff to discuss anything that they have been told by other pupils.

👏 Use of Circle Time and Class and School Council meetings to discuss bullying issues in an open manner.

- 👏 Bullying is a whole school issue and will be dealt with by everyone.
- 👏 Use of assembly times, PSHE sessions and other areas of the curriculum where possible to discuss what bullying is and how we can deal with it.
- 👏 DSL's will monitor the incidents reported on CPOM's and discuss at weekly safeguarding meetings.
- 👏 Keep a worry box in each classroom for children to anonymously report their concerns if they do not feel they can talk about them.
- 👏 The 'Childline' telephone number to be displayed clearly in school.

- 👏 Staff will challenge inappropriate behaviour or language.
- 👏 A child-friendly anti-bullying policy (displayed in school and available in reception and on the school website) ensures all pupils understand and uphold the anti-bullying policy
- 👏 A Restorative justice approach provides support to those who show bullying behaviour
- 👏 Pupils are continually involved in developing school-wide anti-bullying initiatives through consultation with groups such as the school council and through the anti-bullying survey.
- 👏 Use any reported incidents and actions taken as an opportunity to continuously review current practice and policy.

7. 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
- doesn't want to go on the school / public bus
- 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 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's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber message is received

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

8. Bullying outside of school

Bullying is unacceptable and will not be tolerated, whether it takes place inside or outside of school. Bullying can take place on the way to and from school, before or after school hours, at the weekends or during the holidays, or in the wider community. The nature of cyber bullying in particular means that it can impact on pupils' well-being beyond the school day. Staff, parents and carers, and pupils must be vigilant to bullying outside of school and report and respond according to their responsibilities as outlined in this policy.

9. Prejudice-based incidents

A prejudice-based incident is a one-off incident of unkind or hurtful behaviour that is motivated by a prejudice or negative attitudes, beliefs or views towards a protected characteristic or minority group. It can be targeted towards an individual or group of people and have a significant impact on those targeted. All prejudice-based incidents are taken seriously and recorded and monitored in school, with the head teacher regularly reporting incidents to the governing body and the local authority. This not only ensures that all incidents are dealt with accordingly, but also helps to prevent bullying as it enables targeted anti-bullying interventions.

10. Training

The head teacher is responsible for ensuring that all school staff, both teaching and nonteaching receive regular training on all aspects of the anti-bullying policy.

11. Related policies:

E Safety & Acceptable Use Policy

Equalities Policy

Safeguarding including Child Protection Policy

Ready to Learn: Positive Behaviour and Discipline Policy

Positive Handling Policy

Whistle Blowing Policy

12. Monitoring and reviewing

The head teacher is responsible for reporting to the governing body on how the policy is being enforced and upheld, via the termly report. The governors are in turn responsible for monitoring the effectiveness of the policy via the termly headteachers report and by in-school monitoring

The policy a working document and is reviewed every 24 months, in consultation with the whole school community including staff, pupils, parents, carers and governors.

<https://www.norfolk.gov.uk/education-and-learning/schools/behaviour-and-attendance/bullying> is a great place for any additional support, help and guidance.