



*For every child to reach their potential and live life in all its fullness. (John 10:10)*

**Name of Policy:** Anti-Bullying Policy

**Date Written:** September 2019

**Date Renewed:**

<b>November 2021</b>	Change to personnel <b>Policy was reviewed by The House Captain during Anti-bullying Week</b>
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**Next Renew Date:** September 2021

**Intent:**

We are committed to providing a caring, friendly and safe environment for all of our pupils so that they can learn in a relaxed and secure atmosphere. We believe that all bullying is unacceptable at our school. If bullying does occur, all pupils should be able to speak about it and know that what has happened will be sorted out quickly and properly. We are a TELLING school. This means that anyone who knows that bullying is happening should tell an adult working in school.

**Aim:**

To outline the school's protocol and procedures when teaching, preventing and dealing with the issue of bullying within the school.

**What is Bullying?**

Bullying is repeated behaviour which is intended to hurt someone either emotionally or physically, and is often aimed at certain people because of their race, religion, gender or sexual orientation or any other aspect such as appearance or disability. Bullying is when this happens more than once and over a period of time.

Bullying is not falling out, not playing a game, not sharing items with a friend or rough play.

**Types of Bullying:**

**Verbal**—name calling, mimicry, teasing, insulting, spreading rumours, swearing, and making threats.

**Physical**—any unwanted or inappropriate touching, physical intimidation, hitting, pushing, kicking, pinching, poking, damaging or taking of belongings, deliberate pushing and shoving, threats of violence and extortion.

**Emotional**—spreading rumours, deliberate exclusion from groups, tormenting, ridiculing, isolating, and refusing to work with another pupil, revealing personal information, threatening, inciting or coercing others to treat an individual in a manner that could be considered bullying.

**Cyber**—threats and intimidation, harassment/'cyber-stalking', defamation, exclusion or peer rejection, impersonation and unauthorised publication of private information or images. (It can include messages intended as jokes, but which have a harmful or upsetting effect.)

**Racist**—bullying someone because of their skin colour, race or what they believe in.

**Homophobic**—bullying someone because of their gender or sexuality; calling someone gay, lesbian or any other derogatory term would be homophobic.

**Disability or Special Educational Need**—bullying someone because they have a disability or special educational need.

### **Indicators of Somebody Who is Being Bullied:**

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)
- 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 make less effort with school work than previously
- Comes home with clothes torn or books damaged
- Has possessions which are damaged or " go missing"
- Asks for money or starts stealing money
- Has dinner or other monies continually "lost"
- Has unexplained cuts or bruises
- Comes home hungry (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 and jumpy when a cyber message is received
- Lack of eye contact
- Becoming short tempered
- Change in attitude to people at home.

These signs and behaviours could indicate other social, emotional and/or mental health problems, but bullying should be considered a possibility and should be investigated

### **Preventing, Identifying and Responding to Bullying:**

At Hindsford we have introduced these ways, which we hope will reduce the amount of bullying behaviour in our school. These are as follows:

- PSHE sessions taught weekly in every class. In addition, there is a planned programme of Sex & Relationship Education. Within these areas, friendships, peer pressure, making choices, respect, tolerance, reflecting on the views and opinions of others and bullying are covered.
- Peer-on-peer abuse is addressed through a PSHE curriculum looking at, amongst other things, healthy relationships and consent
- The Computing curriculum contains on-going work on Staying Safe on the internet.
- Role play is used to explore issues, thoughts and feelings.
- Collective Worship and RE are used to explore issues related to friendship, Love, truthfulness, kindness, respect, forgiveness and self-control

- The seeking and respect of children's views and opinions through the operation of the School House Captains and use of questionnaires.
- The promotion of positive attitudes by the use of posters, books and the manner in which staff deal with all issues.
- An open climate with strong trusting relationships so that children can openly discuss worries and concerns.
- School reward system.
- Work with staff and outside agencies to identify all forms of prejudice-driven bullying.
- Good communication between staff in managing and monitoring bullying incidents.
- Consideration of all opportunities for addressing bullying including through the curriculum, through displays, through peer support and through the School House Captains
- The view that reporting incidents of bullying is taking responsible action rather than 'tale-telling'
- Training for all staff including support staff to identify bullying and follow school policy and procedures on bullying.
- Staff who children, staff and parents may turn to for assistance
- Adequate supervision is provided at all times in key areas of the school buildings and the playgrounds.
- Counselling through Wigan Family Welfare
- Support through the CAMHS service
- Procedures for investigating incidents.
- Guidelines are followed for listening to the victim.
- The use of the 'Share my Feelings' board.
- Details of help lines and websites are publicised.
- A regular evaluation of the effectiveness of these strategies in preventing bullying.

### **Other Strategies:**

Our school also encourages co-operative behaviour through:

- Healthy Schools, House Captains
- Play equipment on the playground
- Senior Leaders who have responsibility for pastoral support
- Using a Restorative approach
- Co-operative games/activities at lunchtime
- An 'open door' policy and social events throughout the year that promotes partnership with parents/carers.

### **Procedures**

- All known/reported incidences of bullying will be investigated by Senior Leaders
- Parents of the perpetrator may also be questioned about the incident or about any concerns that they may be having.
- The child displaying unacceptable behaviour, may be asked to genuinely apologise (as appropriate to the child's age and level of understanding).
- Other consequences may take place e.g. a parent being informed about their child's behaviour and a request that the parents support the school with any sanctions that it takes (See Behaviour Policy).
- Wherever possible, the pupils will be reconciled.
- In some cases, outside agencies may be requested to support the school or family in dealing with a child continually demonstrating unacceptable behaviour towards others e.g. police, counsellor, Startwell.
- In serious cases (this is defined as children displaying an on-going lack of response to sanctions, that is, no change in behaviour of the perpetrator and an unwillingness to alter their behaviour choices), support from Targeted Education Support Service, counselling, 1:1 support with staff

members, Early Help Intervention, reduced timetables, or even fixed or permanent exclusion will be considered.

- During and after the incident(s) have been investigated and dealt with, each case will be recorded on CPOMS and monitored to ensure repeated bullying does not take place.
- The Safeguarding Governors will be informed of any incidents recorded on CPOMS along with incidents, sanctions and reconciliation.

If a child feels that they are being bullied then there are several procedures that they are encouraged to follow:

- Tell a friend
- Tell the House Captains
- Tell a teacher or adult whom they feel they can trust
- Use the Share Your Feelings Board
- Tell a parent or adult at home whom they feel they can trust
- Discuss it as part of a PSHE day
- Ring ChildLine and follow the advice given
- Look at the Staying Safe board for advice

### **Recording of Bullying Incidents:**

When an incident of bullying has taken place, staff will record and report each incident. In the case of racist bullying, this must be reported to the Headteacher.

General incidences of bullying will be recorded on CPOMS. This would include incidents where staff have had to become involved to speak with children, and/or where parents have raised concerns regarding bullying.

All incidents of bullying will be discussed with all relevant staff and parents of the children involved, in order that everyone can be vigilant and that further incidents by the same children may be prevented from happening in the future.

Incidents of bullying will also be discussed with the Governing Body (Safeguarding Governor).

### **Advice to Parents:**

As the parent of a child whom you suspect is being bullied

1. Report bullying incidents to the class teacher, Designated Safeguarding Lead (Mrs Holden) or Deputy Designated Safeguarding Leads (Miss Dempsey and Mrs Mitchell)
2. In cases of serious bullying, the incidents will be recorded by staff and the Headteacher notified.
3. In serious cases, parents should be informed and will be asked to come in to a meeting to discuss the problem.
4. If necessary and appropriate, police will be consulted.
5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.
6. An attempt will be made to help the child using unacceptable behaviour towards others, to change their behaviour.

### **Do Not:**

1. Attempt to sort the problem out yourself by speaking to the child whom you think may be behaving inappropriately towards your child or by speaking to their parents.
2. Encourage your child to be 'a bully' back.

Both of these will only make the problem much harder to solve.

### **Equal Opportunities:**

We are committed to equality of opportunity for all our children, irrespective of race, gender, religion, sexuality or disability. The effectiveness of our policy is monitored and any issues dealt with immediately.

### **Help and Advice**

Visit the Kidscape website [www.kidscape.org.uk](http://www.kidscape.org.uk) for further support, links and advice.

Pupils are given the NCPCC Helpline 0800 1111 if they wish to discuss any concerns they have with an outside person. This number is readily available on the pupil Staying Safe board.

### **Impact:**

The intended impact of this policy that:

- The school has few or no incidents of bullying of any kind.
- If the school has an incident of bullying, this is dealt with effectively considering both the victim and perpetrator.
- The children are aware of what bullying is and know what to do if they feel they are being bullied or if their friend is being bullied.
- The children are aware of help organisations that they can contact if they wish to speak to someone outside of school.