

Crestwood Park Primary School



Anti- Bullying Policy

Written by the Anti-Bullying Ambassadors

Crestwood Park Anti-Bullying Policy

Vision Statement

- We would like everyone to know that bullying is not acceptable in our school.
- Our aim is for everyone to understand what bullying is to make sure that everyone feels safe.
- We need to be able to give children ways to help them feel safe in and out of school. To do this we need to explain easy and clear steps to get help.
- We would like all children to celebrate who they are and to feel happy and confident. Children need to know that they can talk to anyone in school who they feel comfortable with and trust.

Statement of Intent

- We would like to share our thoughts and support everyone in school by promoting and sharing how to recognise and deal with bullying.
- We will share and promote information to children, parents, adults and governors about bullying and how we deal with it. This will be by the way of our policy, updates on our school website and the support and care shown to everyone in school.

Definition of Bullying

Bullying is behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally. (DCSF 2007 Safe To Learn)

STOP Several Times On Purpose = If someone repeats an action or bad words **Several Times On Purpose**, this is classed as bullying.

Types of bullying

Physical – hitting, kicking, damage to other belongings

Direct verbal- threat/ insults

Indirect- rumours, social exclusion

Cyber - (mobile phone, social networking sites)

Reasons for bullying

Race, culture and religion

When bullying is related to race it will be treated as a racist incident

SEN or disabilities

Appearance and/or health

Home circumstances

Sexual; orientation or sexism this is also classed as a homophobic incident

Reporting and Recording Bullying

Children should be encouraged to report bullying initially to anyone they trust and feel confident to speak to in school. The guidance which is given is that children **must** always tell.

- We will do everything we can to support and reassure everyone involved so that they understand what steps and action are going to take place to help them.

- If it is considered to be a bullying incident it will be logged in the school bullying log (in Head's office). This information will also be shared with governors.
- All parents/carers of all children involved will be notified. This can be done informally by seeing a parent after school, by phone call, by request to make an appointment or by letter.

It is important to make sure that what is reported as bullying follows the definition (**STOP**)

When the incident is reported by the parent and not the child the same course of action will follow as outlined below.

It is essential that any report is initially responded to the same day whenever possible.

Responding to bullying

From the initial report the adult involved will take the following course of action

- Talk to child individually and any other child/ren involved, finding out exactly what happened (give child/ren the choice to speak to an adult or Ambassador initially)
- Support will be given to the bully to prevent this from happening again.
- **When the incident is serious** (several incidents of physical harm, repeated and regular verbal abuse that has continued over a period of time or repeated threatening behaviour) the Head or Deputy will be involved in investigating the incident and any action taken will be agreed between everyone.

Investigations can include: Talking to other children who may be witnesses. Other children can also be essential in helping to support the bullied child and the bully by an agreed course of action and support methods.

Both the bully and bullied person should receive support to prevent this from happening again. A useful tool is for the bullied person to tell the bully how they make them feel. This can be difficult and can be done by letter if the bullied child feels more comfortable.

Things that can be done to support the bully

Write letter of apology (to make sure they understand their actions)

Miss a playtime or several playtimes/lunchtimes (reflection time)

Being in isolation from class for a day/days (reflection time)

Exclusion (fixed term)

Weekly meetings should be offered to the parents/child/ren to make sure that the bullied child is happier and that the bully is not repeating the same behaviour. If bullying continues even though support has been given, it is important that further action is taken.

Strategies for preventing bullying

The Ambassadors will tour the school each term along with The Pastoral Team to give advice to all children about keeping themselves safe. 'Circle Times' and assemblies will be used to help children understand each other and work together.

Regular 'Circle Time' training will be given to staff to help in dealing with difficult emotional issues such as bullying.

Anti-Bullying and Digital Ambassadors together with Peer Supporters, Playground Buddies, Pastoral Buddies and The Pastoral Team will be around school to support children and adults. Lunchtime Supervisors will receive a handover from The Pastoral Team each day to share any information regarding the children's Well Being.

Monitoring and review

This policy will be reviewed every 3 years in line with Crestwood Park's Review cycle. During the course of the review staff, children and parents will be consulted through school council and governors.

Roles and responsibilities

Ultimately the Head teacher is responsible for dealing with all serious bullying incidents. However it is necessary to have an escalation of involvement and the class teacher will initially deal with any report unless the information has gone straight to Head or Deputy.

Consultation and Participation

This will be shared with:

- Staff through staff meetings
- Parents with newsletter and notice boards
- Pupils with Ambassador roles

Adopted June 2018