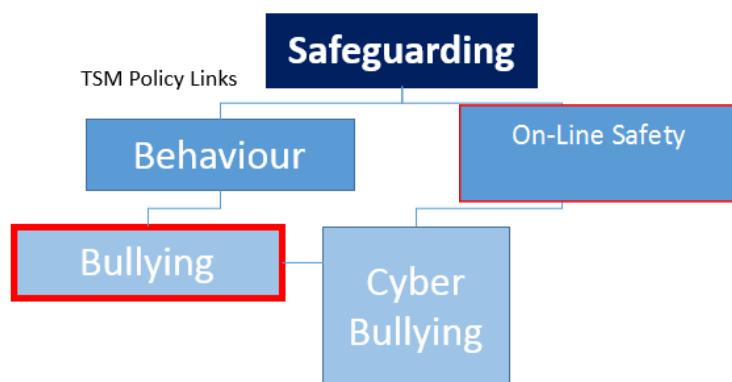




TRIMLEY ST. MARTIN

Bullying Policy



Trimley St Martin Primary School
Created August 2014
Updated October 2016

TSM Bullying Policy

Rationale

The school recognises that bullying is damaging to a child's sense of self and wellbeing. Trimley St Martin aims to create a climate in which children feel safe and valued.

It is the responsibility of the Head Teacher and staff to create a positive ethos and implement measures to prevent bullying within the school.

This policy outlines the underlying philosophy, purpose, nature, organisation and management of pupil behaviour at Trimley St Martin. It is a working document designed to enhance the development of positive relationships between children, adults working in schools, parents and other members of the wider school community.

Children have contributed to the behaviour policy through their involvement in the development of the school's general rules.

LEGISLATION

The Education and Inspections Act 2006 states that every school must have measures to encourage good behaviour and prevent all forms of bullying amongst pupils. The Act also gives Headteachers the ability to ensure that pupils behave when not on school premises or under the lawful control of school staff. This can relate to bullying incidents occurring anywhere eg at local shops or cyber-bullying. The Equality Act 2010 provides for a Public Sector Equality Duty which requires public bodies, including schools, to have due regard to the need to :

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act.
- Advance equality of opportunity
- Foster good relationships between people.

The measures taken by schools with regard to behaviour and bullying prevention MUST be communicated to all staff, parents and pupils.

Aims

The aim of Trimley St Martin is for every member of the school community to feel valued and respected, and for all persons to be treated fairly. We are a caring community, whose values are built on mutual trust and respect. The school's Behaviour Policy is therefore designed to support the way in which the members of the school can live and work together in a supportive way. It aims to promote an environment where all feel happy, safe and secure.

The primary aim of the behaviour policy, however, is not a system to enforce rules but rather to promote good relationships, so that people can work together with the common purpose of helping everyone to learn.

Trimley St Martin does not tolerate bullying of any kind. If we discover that an act of bullying or intimidation has taken place, the incident is recorded and we act immediately to stop any further occurrences of such behaviour. We do everything in our power to ensure that all children attend school free from fear.

Expectations

At Trimley St Martin we will:

- As adults treat each other with respect at all times, therefore providing a positive role model for the children and each other.
- Support the way in which all members of this school community can live and work together in an environment that is happy, safe and secure and where effective learning can take place.
- Expect good behaviour.
- Provide encouragement and stimulation to all pupils.
- Treat all children fairly and apply this policy in a consistent way.
- Ensure that children are aware of the school rules and that each class has its own classroom code.

- Teach, through the school curriculum, values and attitudes as well as knowledge and skills, in order to promote responsible behaviour, self-discipline and respect for self, others and the world around us.

The key features of the school's policy include:

- Early intervention. Recording of incidents.
- Communication and partnership with parents.
- Communication between staff.
- Involvement and understanding of pupils.
- PSHE discussion in order that children understand the meaning of the term, 'Bullying' and know how to respond to difficulties.
- PHSE days.

Definition of Bullying

Bullying is a wilful, conscious desire to hurt or intimidate another person. **Bullying is a deliberate action taken by one or more children and is repeated over a period of time.** The victims of bullying find it difficult to defend themselves, they feel powerless.

Bullying behaviour can be:

- Physical: Hurting others by any form of physical contact e.g. hitting, kicking, pushing.
- Verbal : Name calling, teasing and insulting another.
- Indirect: Spreading malicious rumours.
- Emotional Threats and Extortion. Being unfriendly and excluding others from social activities. Humiliating others.
- Interference with personal property: Hiding, damaging and taking belongings without permission.
- Racial Harassment: Verbal abuse by name calling, racist jokes. Refusing to co-operate in work or play activities with someone from a different race.
- Cultural, Religious, Sexual/Sexist, Homophobic Harassment
- Disability Discrimination
- Cyber Bullying: Malicious use of social websites, mobile phone use and text messaging, photographs and e-mail SEE TSM CYBER BULLYING POLICY

Signs of Bullying

Families are often the first to detect signs that their child is being bullied or is bullying others.

Changes in behaviour can indicate a problem. Common symptoms of being bullied include headaches, stomach aches, anxiety, irritability, lack of concentration, low self-esteem, depression wetting, reluctance to go out to play, reluctance to participate in activities. Bullying can cause serious psychological damage.

Victims of bullying may be reluctant to come to school.

Any child can become a victim of bullying, though certain factors can make bullying more likely:

- Lacking friends.
- Being shy.
- Being from a different racial or ethnic group.
- Being different in some respect e.g. having special needs either physically or academically, being different in appearance e.g. small for age. Parents being viewed as different.
- Behaving inappropriately.
- Possessing expensive accessories.
- Lack of expensive accessories.
- Poor personal hygiene.

School Strategies

- Pupils are given information about bullying through the PSHE programme:
 - What is bullying?
 - How do I deal with bullying?
- Pupils discuss issues associated with bullying during PSHE lessons.
 - Bullying behaviour is unacceptable not the person perpetrating it.
 - Pupils are encouraged to support victims of bullying.
 - Circle time and drama scenarios raise awareness and possible action.
- Pupils are given information about the school's bullying policy, which is reinforced in assemblies and at other times by class teachers:
 - Bullying will not be tolerated.
 - Pupils must tell someone about incidents of bullying (ideally straight after the incident – as addressing incidents that are weeks and months old is very difficult)
 - Action which will be taken in cases of bullying.
- Assemblies, projects, drama, stories, literature, historical and current events are used to highlight the anti-bullying policy.
- Statements about the school's position on bullying are clearly displayed around the school / in classrooms.
- Pupils are encouraged to confide in someone they trust.
- Designated teachers and lunchtime supervisors are trained to help pupils who are being bullied.
- Parents are given information regarding the school anti-bullying policy.
- Pupils are listened to.
- Outdoor play areas provide opportunities for play and quieter activities.
- Key areas of the school are well-supervised.
- The buddy system and peer mediator system supports younger pupils during play times and those who do not mix easily with peers.
- Poor behaviour is recorded using our recording sheets. Serious incidents are dealt with directly by the SLT.
- Co-operative group work is incorporated into class lessons.
- Links with outside agencies e.g. community police.
- Raising staff awareness through training and taking action based upon reported incidents to reduce future difficulties.

Our whole school approach includes a range of strategies adapted to suit particular incidents, including:

- Ensuring that the whole school understands what bullying means, including what a bully is, what a victim is and what a bystander is
- Making clear that a zero tolerance approach to bullying is in place in school
- Encouraging children to report incidents without feeling they are telling tales
- Incidents are taken seriously, investigated and if necessary, acted upon, with clearly defined procedures.

We use the following strategies to ensure a positive ethos in which children feel secure to report incidents of bullying immediately:

- A behaviour policy for pupils and staff setting out clear guidelines for managing pupil behaviour both in the playground and in the classroom

- Whole school assemblies – to raise awareness of bullying issues and providing a whole school focus for anti-bullying activities
- Activities within the PSHE programme specifically aimed at developing children's own strategies to deal with bullying type behaviour
- Providing a variety of activities/equipment for pupils to play with during school breaks

Procedures For Staff

The following steps may be taken when dealing with incidents:

- ✓ If bullying is suspected or reported, the member of staff that has been approached will deal with the incident immediately.
- ✓ Staff will make sure the victim(s) is reassured and feels safe
- ✓ Staff will listen and speak to all children involved about the incident separately
- ✓ The problem will be identified and possible solutions suggested
- ✓ Staff will encourage a problem solving approach which will move children on from having to justify their behaviour – this may take the form of a group meeting to reconcile pupils
- ✓ Staff will reinforce the message that bullying behaviour is not tolerated at Trimley St Martin
- ✓ Appropriate action will be taken quickly to end the behaviour
- ✓ Sanctions deemed appropriate will be applied
- ✓ If possible, the pupils will be reconciled
- ✓ If necessary, support will be given to the bully (bullies) to help them understand and change his/her behaviour
- ✓ A member of the Senior Management Team will be informed of the incident and the action taken.
- ✓ In a case of bullying, the incident will be recorded on the schools INCIDENT/BULLYING LOG.
- ✓ In serious cases, parents will be informed and will be invited to come in and discuss the problem.
- ✓ After the incident has been investigated and dealt with, each case will be monitored to ensure a successful outcome
- ✓ The Headteacher will be informed of all incidents, if not already involved.

Strategies in Early Years

- Circle Times.
- Role modelling appropriate behaviour.
- Puppets,
- Whole year group discussions (e.g. reception)
- Recognition of individual needs and addressing same.
- Use of resources (e.g. Naughty Stories Oxford reading Trees books).
- Small group sizes with close pastoral support.
- Exploring emotions in shared time.
- Rules. Visual prompts ensure whole class is participating and upholding values and Rules.
- Appropriate and early intervention.
- Record keeping. Daily diary records updated by all staff. Logging in individual child records of incidents and observations.
- Regular communication between adults along with discussions at parent meetings.

- Communication with parents.

Action

When incidents of bullying are reported to a member of staff they must be investigated immediately:

- Class teacher will initially deal with the situation. They will talk to the pupils concerned. Often the person responsible for bullying needs help to understand the effects of their behaviour – he/she may be experiencing difficulties, or may be or have been a victim of bullying. They may need help or counselling.
- A victim of bullying needs support and counselling
- Facts must be established and incidents recorded.
- The class teacher will monitor the situation closely and inform other staff who are in contact with the pupils about concerns.
- Parents will be consulted if incidents recur.

If bullying behaviour is established the following sanctions can be applied to that pupil:

- A verbal warning
- Withdrawal of a privilege or removing from situation where bullying occurred e.g. missing playtime.
- Removal from school teams or opportunities to represent the school.
- Reporting to Class Teacher, SLT or Headteacher.
- Involvement of parents and formal meeting arranged.
- Behaviour action plan
- Programme agreed with specified targets for improved behaviour. Support offered within a relevant time scale with regular reviews.
- Temporary or permanent exclusion if sanctions and counselling have not been effective.

Bullying Outside School and Cyber-Bullying

This policy relates to children's behaviour when in school, when supervised by staff outside school eg. when on school trips or at sports fixtures. However the rapid development of, and widespread access to, technology has provided a new medium for 'virtual' bullying, which can occur in or outside school. Cyber-bullying is a different form of bullying and can happen at all times of the day, with a potentially bigger audience, and more accessories as people forward on content at a click. The DfE outlines the specific statutory power, held by Headteachers, to discipline pupils for poor behaviour outside of the school premises. Section 89(5) of the Education and Inspections Act 2006 gives Headteachers the power to regulate pupils' conduct when they are not on school premises and are not under the lawful control or charge of a member of school staff. This can relate to any bullying incidents occurring anywhere off the school premises and can be seen as of particular value when dealing with cyber-bullying.

If members of the school community are involved in cyber-bullying against pupils, for example:

- Sending abusive or threatening email or text messages
- Posting malicious or abusive comments on a social media site
- Filming or passing on inappropriate material via mobile phone

Then the Headteacher does have the power 'to such an extent as it is reasonable to regulate the behaviour of pupils when they are off the school site', which could mean using any of the sanctions as given above or involving external agencies such as the police as appropriate. It should be noted that dealing with other issues of bullying outside school or school time (when parents and carers are responsible for their own children's behaviour) poses many problems for Headteachers, and will only be considered where actions are continued or impact directly upon relationships and learning in school.

Monitoring and Review

Trimley St Martin's Bullying Policy is monitored regularly by the SLT who report to the governors about its implementation and effectiveness. Governors are kept informed about incidents of bullying in school via the

Headteacher's Report which will include reference to any Bullying Incident Report Forms completed and by the Annual Safeguarding Report to Governors.

This Policy will be reviewed at least once every two years (alongside the school Behaviour policy) as well as if incidents occur that suggest the need for review.

This Policy only works if it ensures that the whole school community understands that bullying is not tolerated and understands the steps that will be taken to both prevent and respond to bullying.