

# Duston Eldean Primary School



'TOGETHER WE GROW'

At Duston Eldean we encourage a creative, caring and respectful environment where the whole school community is happy, enthused and motivated. In developing a love for learning we sow the seeds of success.

## Anti-bullying Policy

Signed: .....

(Chair of Governors)

Dated: ..... 2018.

Signed: .....

(Headteacher)

Dated: ..... 2018.

Date of Adoption:	April 2018
Frequency of Review:	Bi-annually
REVIEW DATE DUE:	APRIL 2020

Our vision and aims can only be achieved if we ensure children can learn in a supportive, caring and safe environment without fear of being bullied. The school promotes positive behaviour and has a zero tolerance approach to bullying - bullying must be challenged immediately and dealt with sensitively. All members of our school community have a right to feel safe and protected from all forms of physical or mental violence. This is the aim of our anti-bullying policy and is supported by all stakeholders. The prevention of bullying is the responsibility of all but is monitored by the Every Child Matters team (ECM team). This team consists of:

- Special Educational Needs Co-ordinator
- Learning Mentor/Family Support Worker
- Speech, Language and Communication Support Assistant
- English as an Additional Language Support Assistant
- Behaviour Support Assistant
- Nurse
- Headteacher

### **Definition**

Bullying is different from other forms of aggressive behaviour. It is deliberately hurtful behaviour that is unprovoked and repeated to the same person over a period of time. In school the children remember this as:

**Several**

**Times**

**On**

**Purpose**

Bullying may take several forms including:

- teasing and name calling
- disparaging remarks relating to race, religion, appearance, family circumstances or sexuality
- exclusion from conversations or activities
- threats
- physical violence
- damage to property
- spreading rumours
- cyber bullying- upsetting mobile phone or email messages

Bullying can be the result of:

- racial, religious or cultural prejudice
- differences in home/social backgrounds
- sexist attitudes
- prejudice regarding sexuality
- differences in physical appearance or health conditions
- discrimination due to disabilities or learning needs

### The Prevention of Bullying

At Duston Eldean we encourage positive behaviour and children to take responsibility for their actions.

•Our **Behaviour Policy** has clear rewards and sanctions known by our pupils and is applied consistently throughout the school. Positive behaviour is celebrated and parents are kept informed about inappropriate behaviour.

•Our **FISH Philosophy** outlines a code of conduct we expect all members of our school community to follow. It provides a common language across the school and is regularly referred to in assemblies.

Fun and Friendly

Involved

Show the right attitude

Help others

FISH are visible in all areas throughout the school as a reminder of our expectations

•Our **curriculum** provides opportunities for children to learn about issues linked to bullying. This includes a SEAL unit of work (Social and Emotional Aspects of Learning) that is taught in each year group during anti-bullying week. Children are encouraged to be respectful of others that may have different views, beliefs or backgrounds to those of themselves. Emphasis is given to the importance of avoiding disparaging remarks, with particular reference to racial or homophobic language. As part of the Social, Moral, Spiritual and Cultural education we provide for children, we actively promote mutual respect.

•Pupils in our school are responsible for the production of their own, **Friendship and Anti-bullying Policy**. This is displayed in every classroom. We believe children should have ownership and a clear understanding of the contents of this policy. Our **Friendship and Anti-bullying Team (FAB)** keep their policy updated and meet weekly to help keep our school a

'bully-free zone'. They focus on helping children to be good friends and give strategies to help resolve conflicts. Their strapline is, '**Working together we can keep our school friendly, happy and safe**'.

- Our **learning mentor/family support worker** is available before school on the playground for both children and parents. She provides mentoring support for children having problems such as friendship issues or anger management.

- The well-being of children is constantly being monitored and any concerns are noted on an ECM form, (Every Child Matters form) and discussed at a weekly meeting. It is hoped that changes in behaviour will be noticed at an early stage, bullying can be prevented and a support programme put in place.

- Parents are encouraged to come into school and discuss any concerns regarding friendships or incidents of suspected bullying. Parental concern sheets are completed as a record of conversations and planned actions or follow-up.

### **What Can Children Do If They Are Being Bullied?**

If children feel they are being bullied, they should talk to their friends, family and members of staff at school. They are encouraged to identify key people that they trust and could go to for help. The pupils' policy states

**S** tart

**T** elling

**O** ther

**P** eople

### **What Can Children Do If They See Bullying Taking Place?**

Children are taught the importance of reporting bullying to an adult. Bystanders encourage the act of bullying. If children feel they can safely intervene, the bully is likely to stop. If it is not safe to intervene, an adult should be told immediately.

### **Actions Following a Report of Bullying**

- 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 is reassured and feels safe

- The incident will be reported to a member of the ECM team and formally recorded. It will be discussed at a weekly meeting with actions identified and timelines given. All relevant staff will receive written feedback.
- 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 may take the form of a group meeting to reconcile pupils or class circle time activities
- Staff will reinforce the message that bullying behaviour is not acceptable behaviour
- Sanctions will be applied in accordance with our behaviour policy. They will vary depending on the form and severity of the bullying
- Support will also be given to the bully so he/she can understand and change his/her behaviour

Staff will closely monitor those pupils, places and times where bullying has occurred. Continuing support and guidance will be offered to both victims and perpetrators as necessary. Informal meetings will take place to check on the well-being of any victims of bullying and to monitor that no further incidents have taken place. In cases of persistent incidents, the Head teacher will play a major role.

The parents or carers of the victim and perpetrator will be kept informed and involved at all stages.

Incidents of bullying are logged and reported anonymously to governors. The ECM team monitor incident report forms to check any patterns in occurrence.