



# ENSTONE PRIMARY SCHOOL

## ANTI-BULLYING POLICY

### Statement of Intent

We are 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 at our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively

### What Is Bullying?

Bullying is the use of aggression or unpleasantness with the intention of hurting another person and happens repeatedly. The acronym STOP might be applied: "Several Times on Purpose". Bullying can result in pain and/or distress to the victim.

Bullying can be:

- Emotional being unfriendly, excluding, tormenting
- Physical pushing, kicking, hitting, punching or any use of violence
- Racist racial taunts, graffiti, gestures
- Sexual unwanted physical contact or sexually abusive comments/language
- Homophobic because of, or focusing on the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Cyber texts, phone calls, email or other social media misuse of associated technology, i.e. camera and video facilities

### What Is Not Bullying?

We recognise that children will sometimes have arguments or fall out with one another, but that these may just be one-off incidents. For the behaviour to be termed "bullying" it will have been sustained or repeated over time. Any incidence of inappropriate behaviour, whether or not it meets the definition of bullying, will be dealt with in accordance with the "Good Behaviour" policy.

### Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who bully others need to learn different ways of behaving. This school has a responsibility to respond promptly and effectively to issues of bullying.

### Objectives of this Policy

- All governors, teaching and non-teaching staff, pupils and parents should understand what bullying is.
- All governors and teaching and non-teaching staff should know what the school policy is on bullying and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously: pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

## 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, including that a child:

- is frightened of walking to or from school
- changes their usual routine
- is unwilling to go to school or begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or self-harm, or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to underperform in schoolwork
- comes home with clothes or possessions damaged/missing
- asks for money or starts stealing money
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- becomes aggressive, disruptive or unreasonable
- begins bullying other children or siblings
- appears to have been coerced into being part of a gang or dominant group
- 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 social media message is received

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

## Typical bullying behaviour in children

- Poor behaviour (bad language, name-calling, etc.)
- Anger
- Lack of confidence
- Wanting their own way all the time
- Losing friends and being aware of this
- Being part of a gang or dominant group

## Procedures

1. Report bullying incidents to staff (this includes incidents occurring on or off site).
2. All incidents will be recorded by the headteacher in the Behaviour and Safety file.
3. In serious cases parents will be informed and will be asked to come into to a meeting to discuss the problem.
4. If necessary and appropriate, the Local Authority or the police will be consulted.
5. The bullying behaviour or threats of bullying will be investigated, dealt with and stopped quickly.
6. An attempt will be made to help the bully (bullies) change their behaviour.

## Outcomes

1. The bully (bullies) will be asked to genuinely apologise. Other consequences may take place in line with the school's Good Behaviour Policy and established school sanctions.
2. In serious cases, a suspension (fixed-term exclusion) may be considered (the school will follow the procedures for exclusions set out by the LA).
3. If possible, the pupils will be reconciled.
4. After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

## Prevention

Teaching methods are used to foster positive attitudes amongst pupils, to encourage the development of good interpersonal skills and to develop an environment where mutual respect is highly valued. To do this we encourage pupils to:

- help and support each other
- value each other
- compliment each other on work and behaviour
- use polite language in their day to day conversations with each other
- ensure newcomers are made to feel welcome
- help develop, monitor and display class rules

Teaching about friendship, bullying and understanding bullying is covered in our PSHE/RSE scheme of work. If there are bullying incidents that need to be resolved in class 'circle time', further discussions can be used. Through these lessons we aim to teach social skills, build confidence, promote effective communication and develop empathy and sensitivity towards each other. Specific teaching may be given in:

- Assertiveness
- Anger management
- Developing self-esteem
- Co-operation
- Awareness of self
- Awareness of others
- Conflict resolution
- Tolerating and appreciating differences in line with our work on British Values and understanding of other cultures

## Off-site bullying

The school has an enduring interest in the welfare and conduct of its pupils and will respond positively to any information it receives about bullying outside school, for example in journeys to and from school, at the park, in after school activities, or through use of technology such as the internet or mobile phones outside of school hours. The Education and Inspections Act 2006 gives Head teachers the power

“to such an extent as is reasonable to regulate the behaviour of pupils when they are off the school site (which is particularly pertinent to regulating cyberbullying)”.

For example, the school will intervene if it hears of:

- Cyberbullying via Social Networking Sites e.g. malicious message on somebody's profile or creation of a fake profile.

- Filming on mobile phones and passing on inappropriate material or joining in with this behaviour even if you weren't the original author.
- Other cyberbullying or off-site bullying

**To help prevent and reduce bullying off-site, the school will:**

- Talk to the local community Police Officer about known problems on the streets
- Talk to the Head teachers of other schools whose children may be involved in bullying off the premises
- Discuss coping and preventative strategies with parents, such as alternative travel arrangements
- Educate pupils about how to handle or avoid bullying outside the school premises, including cyberbullying and e-safety information
- Link with local service providers such as transport providers, youth groups etc. to share knowledge and best practice

**If the school is aware of a bullying incident outside school, staff will:**

- Follow the procedures for dealing with an incident as far as possible, depending on the situation, including recording and reporting protocols, and contacting parents / carers
- Provide support and advice to the person being bullied, if they are within our school
- Support and work with the person bullying, if they are within our school
- Investigate and consider the following actions with respect to the person bullying:
  - Asking parents to consider the confiscation of mobile phones and other items / devices
  - The involvement of police or anti-social behaviour coordinator in their local authority in any form of on-going bullying, particularly when related to cyber-bullying. If the misbehaviour could be criminal or poses a serious threat to a member of the public, the police will always be informed.
- Inform any other relevant schools or agencies (e.g. youth clubs, transport providers) about the concerns and any actions taken
- If information is received that a child is being bullied by a sibling outside school this will initially be discussed with the parents.
- If children are being bullied by pupils of another school the head teacher of that school will be informed and invited to deal with the matter.

Parents/carers should feel able to approach the school in confidence if they have concerns that their child is being bullied or may be bullying others.

This policy is shared with key stakeholders – pupils, parents, staff and governors and is available through the school website.

The views of pupils and parents with regards to the school's approach to the management of bullying are sought via the annual (pupil) or bi-annual (parent) questionnaires.

**Date Adopted:** March 2023

**Review Date:** March 2026

**Signature of Chair of Governors:** 

**Signature of Headteacher:** 

## **ANTI-BULLYING ADVICE**

### ***How Can I Say 'No' To Becoming A Bully?***

Think before I act and ask myself these questions.

- Do I really want to be a member of a bully's gang and what will I achieve by it?
- If I do bully people will I be a better person and like myself?
- Will being a bully give me more friends who are worth having?
- What will the results of my action be?

If I still cannot say 'no' to bullying, remember I can ask help from a teacher or a caring adult.

### ***How to avoid being bullied***

If you find yourself in an argument, try not to aggravate the situation. This can usually be done by following these guidelines.

- Ignore taunts.
- Walk away.
- Do not fight back.
- Avoid showing fear and try to be brave.
- Say to yourself 'I am not going to get involved in a fight'.

### **However**

If you feel you are being bullied and that someone is often causing you distress, follow these rules.

- Don't let the situation continue for too long.
- **TELL SOMEONE**, maybe a friend, but preferably an adult whom you can trust.

The adult will help you in a sensitive and understanding way and may also be able to help the bully to overcome his/her own problems too.

# TOGETHER WE CAN **STOP** BULLYING!



## What is bullying?

Bullying is unkind behaviour that is repeated over and over again.

Bullying can be physical, verbal, emotional, cyber (online), racial, cultural... It can take many forms, but it is always **wrong**.

Bullying happens...

**S**everal  
**T**imes  
**O**n  
**P**urpose

## How can we work together to stop bullying?

Always be kind – never be mean.

Respect differences.

Include people.

Treat people as you would like to be treated yourself.

Stand up for what you know is right.

Learn about bullying: we all need to understand.

We must all work together to help both the victim and the bully.

Always be kind...

**S**tand  
**T**ogether  
**O**n  
**P**inciple

## What can you do if you are worried?

Speak up. Don't keep it to yourself. Ask for help.

Tell a friend. Tell a trusted adult.

Don't be afraid to report bullying behaviour.

No-one needs to put up with being bullied.

What to do...

**S**tart  
**T**elling  
**O**ther  
**P**eople

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