



Inspiring Learners to Achieve Big Dreams

## ANTI BULLYING POLICY

It is every child's right to enjoy their school life feeling safe, secure and free from hurtful or harmful experiences.

At The Crescent Primary School we foster healthy personal relationships and create a positive, caring and supportive community.

We are committed to providing a friendly and safe environment for all pupils, so that they can learn in a relaxed and secure atmosphere. Teachers and other members of staff are viewed as people with whom concerns and worries can be shared.

We are a **telling** school. This means that anyone who knows or suspects that bullying is happening is expected to tell the staff.

Bullying hurts and no one deserves to be a victim of bullying. Everyone has a right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

We recognise our responsibilities to respond promptly and effectively to issues of bullying.

However hard we try it is inevitable that conflicts will sometimes occur. In these conflicts, children may hurt each other's feelings. This behaviour is never desirable, but it is natural. We believe that it is more appropriate to help children understand how they may have hurt each other, and to consider different ways to behave, than it is to punish them.

We work in a proactive way to teach children the essential social and emotional skills they need to make happy and effective relationships.

Occasionally, hurtful behaviour can become bullying.

This may involve:

- Persistent name-calling or other hurtful remarks
- Manipulating friendship groups
- Physical assault
- Psychological abuse
- Lying or stealing

***Not all hurtful behaviour is bullying and it is important that children learn to differentiate. It is not bullying when two children of approximately the same age and strength have the occasional disagreement or quarrel.***

We believe what marks bullying out from other undesirable behaviour is:

- It is persistent over time
- It is unprovoked
- It is deliberately harmful or hurtful
- It can involve
  - physically attacking or threatened with a physical attack.
  - persistently calling names in an unkind or discriminatory way.
  - deliberately destroying, damaging or hiding property.
  - spreading malicious rumours or notes.
  - Excluding others from the rest of the peer group.
  - Making the victim feel powerless



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- Bullying often involves an imbalance of power e.g. stronger versus weaker group versus individual older versus younger.
- Bullying can also occur in cyber-space, through the internet or via mobile technology. This is called cyber-bullying.

***Bullying is always undesirable behaviour, and is never tolerated.***

### **Signs and Symptoms**

Here are some of the behaviours that could indicate that a child is being bullied. Adults should be aware of these possible signs and they should investigate if a child:

- is frightened of walking to and from school
- changes their usual routine
- is unwilling to go into school
- has unexplained cuts and bruises
- becomes unusually aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong

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

This policy lays down procedures for responding to allegations of bullying.

### **Responding to Allegations of Bullying**

#### **Step 1: Reassurance**

The child, parent, carer or staff member making the allegation must be assured that the situation will be investigated. An initial response will be given to parents within 48 hours.

#### **Step 2: Information Gathering and Sharing**

The member of staff informed will gather and record as much information as possible by:

- Speaking to the children involved. Sensitivity is vitally important at this stage so the child who has reported the bullying and the pupil/s who have been involved in the bullying may need to be seen separately
- Getting information from all staff involved and informing those that need to know of the allegation
- Monitoring the situation in class and on the playground

#### **Step 3: Clarification**

From the information gained above, the teacher will make a judgement as to whether the behaviour conforms to the definitions of bullying as set out in this policy.



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### **Step 4: Procedures if the behaviour is not considered 'bullying'**

- The child's class teacher or the school Family Support Worker will work with the children through a mediation process. The children will agree steps they can take to ensure the problem is solved
- The teacher will monitor the situation, and inform the person making the allegation about what has been done, following this up at a later date to check that there are no further problems
- If the problem persists, it will be referred to a more senior member of staff, who will inform both sets of parents.

### **Step 5: Procedures if the behaviour is considered 'bullying'**

- The head teacher or deputy head teacher will be informed
- Both sets of parents will be informed and there will be a discussion with parents of the perpetrator
- In accordance with the school behaviour policy, an internal exclusion would usually be sanctioned to the perpetrator
- There will be an adult led mediation processes
- If the problem persists targets will be set and sanctions will be imposed such as
  - Restricted movement around the school
  - Removal of lunch or break time play for a defined period of time
  - Withholding participation in an extra curricular activity
- In very extreme cases the school may need to involve other agencies such as social care, community police officers and CAMHS. Behaviour and pupil support may also be involved
- The ultimate sanction would be a fixed term or permanent exclusion in which case strict LA guidelines must be followed
- Parents will be informed as to the outcome

### **The role of the parents**

We want to work collaboratively with parents. It is very important that children receive consistent messages about how to behave at home and at school. We expect all parents to liaise with staff concerning matters relating to bullying, or other behavioural issues in a positive manner. We recognise that children's behaviour is often an emotive issue for families. School staff will always listen calmly and sensitively to any concerns and we expect parents to adopt the same approach so that the matter can be dealt with swiftly and efficiently for the sake of the child.

If the school has implemented reasonable consequences to sanction a child, it is expected that parents support the actions of the school.

We do not feel that it is appropriate, in any circumstance, for parents to verbally or physically approach any pupils in school. All approaches regarding bullying should be made directly and privately to the class teacher.

### **Policy monitoring and review**

The Headteacher monitors the effectiveness of this policy on a regular basis. The Head must report to the governing body on its effectiveness and, if necessary, makes recommendations for further improvements. It is the responsibility of the governing body to monitor the rate of fixed and permanent exclusions, and to ensure that the school policy is administered fairly and consistently.



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