

# Anti-Bullying Policy 2018



At Corby Old Village Primary School we are committed to providing a caring, friendly and safe environment for all of our children so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all children are encouraged to tell a member of staff, and they are reassured by our commitment to all incidents being dealt with promptly and effectively. Anyone who knows that bullying is occurring is expected to tell a member of staff.

It is the responsibility of our whole school community to eradicate bullying by ensuring the development of a caring and supportive ethos and showing no tolerance for bullying. Our aim is also to support children in identifying and seeking help with situations where bullying occurs.

## AIMS:

- Bullying will not be tolerated
- All stakeholders to have an understanding of what bullying is
- All stakeholders to know what the school anti-bullying policy is and what they should do if bullying arises
- Children and parents to be assured that they will be supported when bullying is reported
- Bullying is identified early

Our anti-bullying policy is regularly communicated to parents and is also available online on our website.

## WHAT DO WE MEAN BY BULLYING?

Definitions of bullying typically include:

- Repetitive and prolonged over time
- Involving an imbalance of power
- Physical, verbal, emotional, racist or sexual in nature
- Cyber-bullying is taken as seriously as any other form

## HOW DOES BULLYING DIFFER FROM TEASING/FALLING OUT BETWEEN FRIENDS OR OTHER TYPES OF AGGRESSIVE BEHAVIOUR?

All schools experience incidents of disputes and falling out between children, these incidents would not necessarily be classed as bullying.

- Bullying is a deliberate intention to hurt or humiliate
- There is imbalance that makes it hard for the victim to defend themselves (imbalance might be a difference in strength e.g. taller vs shorter, a difference in ability e.g. being better at something than somebody else etc.)
- It is persistent

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n incident may be deemed to be bullying, if it hasn't been repeated or persistent, if it fulfils all other descriptions of bullying. This possibility should be considered, particularly in cases of hate crime related bullying and cyberbullying. If the victim might be in danger, then intervention is urgently required.

## **IDENTIFYING THE PROBLEM**

Affected individuals may display the following:

- Unwillingness to come to school
- Withdrawn, isolated behaviour
- Complaining about missing possessions
- Refusal to talk about the problem
- Easily distressed
- Damaged or incomplete work

Staff aim to use knowledge of their pupils to identify changes in their behaviour which may indicate bullying. Staff will regularly remind children that problems can be discussed confidentially at their request. Worry monsters are available in every class and are monitored by class teachers regularly. Staff strive to see children at any time if the matter is urgent.

General issues about bullying can be discussed during lessons, assemblies and in PSHE lessons.

## **HOW DOES THE SCHOOL RESPOND TO POSSIBLE REPORTS OF BULLYING?**

At Corby Old Village Primary School we do not tolerate bullying. All reported incidents will be taken seriously and investigated involving all parties.

The school encourages all children to speak to a member of staff they feel comfortable talking to. We recognise that children might also prefer not to speak to a member of staff (particularly bystanders) in case they feel this might worsen the situation or indeed make themselves a 'target'. To alleviate this, each class has a worry monster that children can drop a note or their name into. This will then be followed up by members of staff who will –

- Interview all parties
- Inform parents – for all involved, both victim and perpetrator
- Implement appropriate disciplinary sanctions in accordance with the Behaviour Policy. These are graded according to the seriousness of the incident, but should send out a message that bullying is unacceptable.
- Responses may also vary according to the type of bullying and may involve other agencies where appropriate
- Follow up – especially keeping in touch with the person who reported the situation e.g. children, staff members, parents/carers. There is a clear complaints procedure for parents who are not satisfied with the schools actions.
- Provide a range of responses and support appropriate to the situation – solution focused, restorative approach, individual work with the victim and perpetrator, referral to outside agencies if appropriate
- Liaise with the wider community if the bullying is taking place off the school premises i.e. in the case of cyberbullying or hate crime

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## **HOW DO WE PREVENT BULLYING?**

We encourage respect and good behaviour using the behaviour policy rewards and sanctions. We aim to create a supportive climate through the use of PSHE, worry monsters, assemblies, discussion in lessons, wellbeing interventions, Protective Behaviours, meetings with parents and external agencies.

Corby Old Village Primary School does not tolerate bullying and any incidents will be treated seriously and investigate thoroughly:

- Perpetrators and victims are interviewed separately
- Witness information should be obtained whenever possible
- Written records of the incidents, investigations and outcomes are kept

We use opportunities throughout the school year (for example anti-bullying week) and at certain times of the school day to raise awareness of the negative consequences of bullying. Whole school assemblies, which include those led by outside agencies e.g. NSPCC, also provide strategies for children to use if they are being bullied or see someone being bullied (the focus of these strategies is to tell an adult they can trust).

The victim will be supported, as we recognise that they may feel powerless and vulnerable. It is important to raise self-esteem and build self-confidence through teacher/child discussions, wellbeing interventions, Protective Behaviours and reward systems.

The perpetrator should be supported in recognising their unsociable behaviour and given support to modify their behaviour.

Action should be taken to prevent further incidents. This may include:

- The implementation of sanctions
- Obtaining an apology

Parents' concerns are taken seriously and dealt with accordingly.

Information is sent home to parents detailing what bullying is, how we address it and what they can do if they have concerns.

## **WHAT SHOULD PARENTS DO IF THEY BELIEVE THEIR CHILD IS BEING BULLIED**

If parents feel that their child is being bullied, they should initially approach their child's class teacher and inform them of this. The class teacher and parents will work together to establish the main concerns and provide possible solutions to address any bullying behaviour that is occurring. The concerns and action to be taken will be recorded.

If the bullying behaviour persists then the Senior Leadership Team should be informed and further investigations will take place and action taken.

The school communicates the systems it has for the prevention of bullying with parents through this policy (available on the website) and an anti-bullying guide in leaflet form.

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