

## ANTI BULLYING POLICY

### Statement of Intent

The Ashington Learning Partnership (ALP) has a 'Rights, Respecting Ethos' which is embedded throughout their schools. The pupils are taught about the values, attitudes and skills which foster mutual respect and caring towards others, creating an effective caring school. Social, Moral, Spiritual and Culture (SMSC) is at the heart of the Primaries and is the basis for all our policies.

The ALP seeks to provide a safe, secure and positive environment where young people can achieve their potential, making full use of the opportunities available to them and have the right to be treated with respect and to be free from intimidation. Bothal and Central Primaries seek to protect these basic human rights by ensuring:

- We are proactive in setting up a range of preventative measures
- We actively listen to our pupils, their parents/ carers and staff
- We act appropriately on their behalf
- We will be proactive, addressing the issues of bullying as any reported case is one too many

Bothal and Central Primaries have a zero tolerance of bullying. We are 'Telling' Schools as bystanders are often a key to resolving bullying. This means that even if the target is too afraid to tell a teacher, all the bystanders know that it's their duty to do so and that they won't be accused of telling tales. This acts as a deterrent because the bully knows that he or she won't get away with it. All members of our school community; staff, pupils and parents are encouraged to tell if they see, hear about or experience bullying of any form.

Pupils who choose to bully others will be held to account in line with the schools' behaviour, confidentiality and child protection policies.

### Definition of Bullying

Bullying is the abuse of power by an individual or group with the intent to cause distress to another individual or group. It is deliberately hurtful behavior which may be physical, verbal or psychological in nature. It is repeated over a period of time on those who feel powerless to resist with the intention of causing distress.

Bullying can be about religion, race, gender, sexual orientation or disability – all of which are totally unacceptable and all of which will be acted upon. Bullying should not be part of life, and in our school will never be tolerated.

Bullying is not the occasional falling out of friends, name calling, arguments or the playing of a trick or joke.

Bullying is a repetitive behaviour and is deliberately hurtful. It typically has the following elements:-

- an initial desire to hurt which is expressed in action
- someone is hurt either physically or emotionally
- there is an imbalance of power
- it is without justification
- it is repeated

### Types of Bullying

- **Emotional** – being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures) ridicule, humiliation, negative comments or actions made to someone relating to their disability or special educational needs.
- **Verbal** - name calling, sarcasm, spreading rumours, threats, teasing, making offensive remarks, making fun of someone, derogatory name calling.

- **Physical** – pushing, kicking, hitting, pinching, throwing stones, biting and spitting. Punching or any forms of violence, taking or hiding someone’s belongings.
- **Racist** – racial taunts, graffiti, gestures, making fun of culture.
- **Sexual** – Unwanted physical contact or sexually abusive or sexist comments.
- **Homophobic** – because of or focusing on the issue of sexuality.
- **Virtual/Cyber** - texting, use of phones, cameras, emails and social networking sites to harass or transmit derogatory, obscene or threatening messages or images.
- **Religion** – making fun of religion through derogatory comments in relation to clothing or symbols of faith.

### **Anti-Bullying Agreement**

The ALP aim is to produce safe and secure environments where all can learn without fear or anxiety. Bullying is wrong and damages individual children. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable with a consistent school response to any bullying incidents that may occur.

The ALP aims to make all those connected with our schools aware of our opposition to bullying, and we make clear each person’s responsibilities with regard to the eradication of bullying in our schools.

This takes into account duties and responsibilities that arise from the human rights Act 2000, and the Every Child Matters Agenda (DFES 2004).

#### **Schools endeavor to reduce the incidence of bullying by:**

- actively encouraging tolerance and diversity as part of our schools ethos
- regularly discussing how to recognise and deal with bullying and its effects on those involved through assemblies, PSHE lessons and focused behaviour weeks
- offering a nurturing environment to meet the needs of the individual i.e. the bullied, the bully or the observer
- operating zero tolerance to ‘unkind’ behaviour in the classroom, playground or at lunchtime by following the behaviour policy
- Inclusion Support Group over the lunchtime period for nominated pupils to attend
- ensuring that there is adequate supervision of students at all times across the school day including porches, corridors and yards
- being vigilant and responding immediately to any mis-use of technology which could result in cyber-bullying
- not allowing the use of mobile phones at anytime during the school day
- encouraging parents to inform school immediately if they have any concerns regarding their child

#### **Pupils are actively encouraged to:**

- report any incident of bullying to someone, relaying what is happening or what has happened.
- make use of the emotional resources in each classroom and or the anti-bullying post cards on the Upper Site if it is difficult to talk
- use the ‘Whisper’ button on the school website to report any concerns via email
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#### **Parents/carers are actively encouraged to:**

- report any incident of bullying to school
- report unwillingness to come to school
- ‘Tell’ us about any change in the behaviour of their child

#### **School will respond by:**

- listening sympathetically to all claims and investigate thoroughly without being judgmental
- ensuring Phase Leaders collate all reoccurring concerns regarding individual students.
- ensuring all staff complete Bullying Incident Report (appendix 1) and give to the Head of School
- monitoring the emotional resources on a daily basis talking with pupils and actively seeking out those children who need support
- following the behavior and anti bullying policies to ensure that incidents are dealt with appropriately

- offer counseling and support to the target, the bully or the observer
- monitoring alerts re the 'Whisper' button on the website and report all concerns to the Head of School
- emptying and responding to 'bullying' post cards on a daily basis with students being actively sought out by staff
- training buddies who will pass on information to the Lunchtime Supervisors who will report incidences to the Phase Leaders
- inviting Parents/carers into school to form part of the discussions around reoccurring incidents

### Monitoring and evaluation

Monitoring is essential to help assess progress and evaluate the impact of the anti-bullying policy.

#### Monitoring

- Phase Leaders, SLT members and the Inclusion team will share relevant information at weekly pastoral meetings.
- Inclusion Manger and Phase Leaders will collate all reoccurring concerns regarding individual incidents.
- Evidence of reoccurring incidents will be discussed and appropriate punishment/sanctions arrived at i.e. red flag or red card which could lead to an exclusion.

#### Evaluation

- Regular analysis of information to provide details of types of bullying, frequency, action taken etc. This information to be shared/ discussed with phase managers and pastoral team and practice reviewed with focus groups.
- Surveys – these will be undertaken to provide information on incidents and concerns as well as attitudes towards bullying.
- Incidents and types of bullying will be monitored to assess where amendments to the policy need to be made.

#### Consultation Process

The people involved in the formation and consultation process of this policy document in our school are as follows:-

Staff, Governors and Parents

#### Other relevant policies

The Anti Bullying policy links with the following ALP or School policies:

- Child Protection
- Behaviour
- E-Safety
- SMSC
- Equality and Diversity
- Whistleblowing

**Chair of ALP:**

**Date:**

24/10/18

<b>Date:</b>	July 16	19 Jun 18	3 Oct 18
<b>Version</b>	1	2	3
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Recording and Reporting Bullying Behaviour in School

Bothal Primary/ Central Primary		Lower site/Upper site <i>delete as appropriate</i>	
<b>Victim(s)</b>		<b>Perpetrator(s)</b>	
Number of males		Number of males	
Number of females		Number of females	
No victims		Total no of perpetrators	
Year group(s)/staff/other		Year group(s)/staff/other	
<b>Ethnic origin of Victim – see grid on reverse for codes</b>		<b>Ethnic origin or Perpetrators -See grid on reverse for codes</b>	
Male		Male	
Female		Female	
No victim		Mixed group	
<b>Place incident occurred</b>			
Classroom		Corridor	
Yard		Outside school	
Dining Room		Other – please specify	
Cyber incident			
<b>Category of incident</b>			
Name calling		Physical abuse	
Inciting others		Abuse of personal property	
Jokes		Graffiti	
Use of homophobic language		Distribution of offensive material	
Refuse to co-operate, sit next to		Abusive letter(s)	
Cyber incident		Other:	
<b>Category of incident</b>			
<b>Degree of seriousness</b>			
1. Offence was neither intended nor taken			
2. Hurt or distress was caused, but the offending behaviour is unlikely to be repeated			
3. Hurt or distress was caused, and the person(s) responsible had previously been warned that their behaviour was unacceptable			
4. Substantial hurt or distress was caused, and/or the behaviour was based on substantial hostility and prejudice, and/or the behaviour may be repeated			
<b>Brief description of the incident</b>			
<b>Incident reported by:</b>			
Staff			
Pupil			
Parent			
Other – please specify			
<b>Action(s) taken – tick more than one box if appropriate</b>			
Oral reprimand		Report to pastoral teams	

Formal apology		Police involvement	
Removal of graffiti		Exclusion from activities	
Detention/missed break		Fixed term exclusion	
Involvement of parents/carers		Permanent exclusion	
Other – please specify			
<b>Pass form to Head of Centre.</b>			
<b>Please note if this is a Racist Incident please complete form 1 - Reporting an individual incident to the Local Authority</b>			
<b>Action by HOC:</b>			
Details:			
<b>Signed:</b>		<b>Date:</b>	
Signature of Principal:		Date:	

White British	WB
White Irish	WI
Any other White	OW
Indian	I
Pakistani	P
Bangladeshi	B
Any other Asian	OA
Black Caribbean	BC
Black African	BA
Any other Black	OB
White and Asian	WA
White and Black Caribbean	WBC
White and Black African	WBA
Any other mixed	OM
Chinese	C
Traveller	T
Any other ethnic group	O