



GOFFS OAK PRIMARY AND NURSERY SCHOOL

ANTI-BULLYING POLICY

Introduction

At Goffs Oak Primary and Nursery school we understand that it is everyone's responsibility to take the necessary steps to stop bullying behaviour. We know that, left unaddressed, bullying can have a devastating effect on our pupils; creating a barrier to learning and serious consequences for mental wellbeing. By effectively preventing and tackling bullying we help to create a safe and disciplined environment where pupils are actively encouraged and supported to voice any concerns they have about bullying behaviours.

We are committed to providing safe and secure environments for all of our pupils and bullying of any kind is unacceptable at our school.

What is Bullying?

- Bullying can be defined as "behaviour by an individual or a group, repeated over time that intentionally hurts another individual either physically or emotionally" (DfE "Preventing and Tackling Bullying", July 2017)
- Bullying can include name calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours.
- This includes the same unacceptable behaviours expressed online, sometimes called online or cyberbullying. This can include: sending offensive, upsetting and inappropriate messages by phone, text, instant messenger, through gaming, websites, social media sites and apps, and sending offensive or degrading photos or videos.
- Bullying is recognised by the school as being a form of peer on peer abuse. It can be emotionally abusive and can cause severe and adverse effects on a pupil's emotional wellbeing and identity.

It is essential to recognise that bullying is NOT the odd occasion of falling out with others, name calling, arguments or one-off acts of aggression. Whilst offensive; these events are dealt with under the behaviour policy. Bullying is when there is repeated behaviour which is intended to hurt someone either emotionally or physically.

Forms and types of bullying covered by this policy

Bullying can happen to anyone. This policy covers many types and forms of bullying including:

- Bullying related to physical appearance
- Bullying of young carers, children in care or otherwise related to home circumstances
- Bullying related to physical/mental health conditions
- Physical bullying
- Emotional bullying
- Sexual bullying
- Bullying via technology, known as online or cyberbullying
- Prejudicial bullying (against people/pupils with protected characteristics)
- Bullying related to race, religion, faith and belief and for those without faith
- Bullying related to ethnicity, nationality or culture
- Bullying related to sexual orientation
- Bullying related to Special Educational Needs or Disability (SEND)

Why must we respond to bullying?

Bullying hurts. Everyone deserves respect. Those who bully need to learn different ways to behave. Schools have a responsibility to prevent bullying and to respond promptly and effectively to issues of bullying. Bullying unaddressed can have a devastating effect on individuals; it can create a barrier to learning and have serious consequences for mental wellbeing.

At Goffs Oak Primary we are fully committed to working in partnership with parents, ensuring that we keep them informed when incidents of bullying are dealt with. By effectively preventing and tackling bullying, we create a safe environment where pupils are able to learn and thrive.

Objectives of this Policy

- All governors, teaching and non-teaching staff, pupils and parents will have an understanding of what bullying is.

- All governors, teaching and non-teaching staff will 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.

Prevention

A key message of this policy is that proactive work should take place to reduce the risk of bullying incidents occurring. Our school curriculum raises awareness of the nature of bullying. Through our vision and values we work towards creating and supporting an inclusive environment which promotes a culture of mutual respect, consideration and care for others. The following are some of the ways which we raise awareness and help to prevent bullying:

- The school core values and British Values should be drawn upon to explore why bullying is wrong
- Anti-bullying assemblies and anti-bullying week activities (these do not replace continued work around bullying)
- Anger management and counselling support
- Using the curriculum, especially PSHE, RE, circle time, stories and assemblies to raise awareness of the school's expectations
- Seeking support and help from outside agencies when necessary
- Adhering to the E safety policy, being alert to any form of electronic/cyber bullying
- Maintain happy and safe playtimes through use of play leaders, friendship bench, playground buddies, wellbeing ambassadors, etc
- Challenge language and 'banter' which does not adhere to core values
- Promote positive and safe online experience
- Recognising changed behaviour
- Canvas pupils' views on the extent, nature and prevention of bullying
- Canvas families' views on the extent, nature and prevention of bullying
- Ensure pupils have a safe forum to share worries and anxieties about bullying
- Ensure that information about bullying is readily available to parents and carers (including the complaints procedure)
- Include parents and carers, where possible, in school work around bullying – such as anti-bullying week events

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 and that they should investigate if a child:

- Is frightened of walking to or from school
- Doesn't want to go on the school/public bus (begs to be driven e.g.)
- Changes their usual routine
- Is unwilling to go to school
- Begins to truant
- Becomes withdrawn, anxious or lacking in confidence.
- Starts stammering.
- Attempts or threatens suicide or runs away.
- Has difficulty sleeping (e.g. crying/nightmares)
- Feels ill in the morning.
- Begins to do poorly in school work.
- Comes home with clothes torn or books damaged.
- Has possessions which are damaged or "go missing"
- Asks for money and starts stealing money (to pay bully)
- Keeps 'losing' dinner money or other monies
- Has unexplained cuts or bruises.
- Comes home starving (money/lunch has been stolen)
- Becomes aggressive, disruptive or unreasonable.
- Begins bullying other children or siblings.

- Stops eating
- Is frightened to say what is wrong.
- Gives improbable excuses if any of the above.
- Is afraid to use the internet or mobile phone.
- Is nervous and jumpy when a cyber-message is received.

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

Implementation

If bullying is suspected or reported, it should be dealt with in the first instance by the member of staff who has been alerted.

Where bullying takes place off school site or outside of normal school hours (including cyberbullying), the school will ensure that the concern is fully investigated.

The Head teacher / DSL must be made aware of the incident and be involved in the follow up actions.

The incident must then be followed up using the school's behaviour procedures document.

Those who have been bullied must:

- Be listened to and have the opportunity to discuss the incidents
- Be reassured by staff and made to feel safe
- Be monitored and supported in order to restore self-esteem
- Have their parents contacted so that the school and family can work together to help to support the pupil
- Have feelings carefully considered when recognising a perpetrator's changed behaviour

Those who have bullied must:

- Have an opportunity to discuss the incidents
- Receive appropriate sanctions
- Be helped to explore what may have led to the behaviour
- Consider the wrong doing and the need for change and be supported to change their behaviour
- Have positive / changed behaviour recognised
- Have their parents contacted so that the school and family can work together to help to support the child in changing their behaviour

The actions taken during implementation of this policy / school procedures must be regularly reviewed for the impact on and messages given to the whole school community about our stance against bullying.