



# UPTON HEATH ANTI BULLYING POLICY

## **Status of Policy: Approved by Behaviour and Safety Committee**

**Date of Policy: April 2021**

**Reviewed: April 2021**

### **Bullying will not be tolerated at Upton Heath C of E Primary School.**

Upton Heath C of E Primary School is committed to providing a caring, friendly and safe environment for all our pupils so they can learn in a relaxed and secure atmosphere. We are a TELLING school. This means that anyone who knows that bullying is happening is expected to tell the staff. As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.

### **Definition of Bullying**

Bullying is any interaction between an individual or group of people which is perceived or intended to cause hurt, pain, suffering, humiliation or degradation over a period of time;

- Bullying behaviour may be by a group or individual. Often that individual or group is perceived by others, or by the victim, to be more powerful;
- Bullying may be direct or indirect including violence to the person and/or emotional bullying which may often be even more harmful to the individual;
- Examples of indirect forms of bullying include ignoring a person and the withdrawal of friendship; excluding them; malicious gossip and spreading rumour; abusive or oppressive graffiti or the use of social media, electronic messages and websites.
- It is often motivated by prejudice against certain groups for example on the grounds of race, religion, gender or sexual orientation, or it may be because someone is adopted or has caring responsibilities.
- It might be motivated by 'actual' differences between children, or 'perceived' differences.

Bullying is a deliberate act with the intention of hurting another person. Bullying is a set of behaviours that are results in pain to the victim and can take a number of forms:

- It can be physical – e.g. pushing or kicking.
- It can be verbal – e.g. name-calling or personal comments.
- It can be material – e.g. when possession are stolen or damaged.
- It can be emotional – e.g. exclusion from games in the playground.

Bullying can take many forms (for instance, cyber-bullying via text messages or the internet), and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, or because a child is adopted or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences. Stopping violence and ensuring immediate physical safety is obviously a school's first priority but emotional bullying can be more damaging than physical; teachers and schools have to make their own judgements about each specific case.

**Cyber-bullying:** The rapid development of, and widespread access to, technology has provided a new medium for 'virtual' bullying, which can occur in or outside school. Cyber-bullying is a different form of bullying and can happen at all times of the day, with a potentially bigger audience, and more accessories as people forward on content at a click. Bullying is not the same thing as a disagreement between two people and can be distinguished from physical or tough play and bossiness. It is:

- Systematic and ongoing rather than an isolated incident.
- Done by the more powerful to the less rather than between equals.
- Distressing and hurtful to the victim rather than good-natured fun.

### **Aims of the policy**

- To create a school ethos which encourages everyone to disclose and discuss incidence of bullying behaviour.
- To raise awareness of bullying as a form of unacceptable behaviour.
- To develop procedures for noting and reporting incidents of bullying behaviour.

### **View of the School Parliament**

Members of the School Parliament have decided that they would describe bullying as being someone doing something hurtful to another person 'consistently' and 'repetitively'. The children of the school Parliament stated that it takes many different forms including:

- Cyber bullying.
- Text bullying.
- Picking on someone all the time.
- Emotional bullying e.g. calling names.
- Physical bullying e.g. hitting someone and they stressed that this happens all of the time until it is stopped by school. The school parliament is clear that anyone who is being bullied or sees someone else being bullied should tell a grown up. They agree with the principal that children should always tell their trusted adults in school and definitely tell parents. The school parliament also wants everyone to know the ways that children can tell someone if they are being bullied or even worried or unhappy about anything. Children should:
  - Tell an adult until it stops even if it means telling them more than once because it will get sorted in the end.
  - Put a note in the worry box (this makes sure it is definitely found by a teacher or adult in school as they are checked every day).
  - Use the '1-5' in class.
  - Phone Childline or NSPCC.

The school parliament will make sure that everyone knows about what they can do by making sure we take part in Anti-Bullying Week and know about how to tell someone using

the different methods noted above. They asked for the teacher to ensure the children know where to find and how to use the worry boxes and 'How do you feel?' charts in class. They can also speak to our Learning Mentor. The school parliament asked for everyone in school to look out for bullying behaviour and tell if they see it so it is sorted out quickly.

### **This is our Bullying Code**

- Bullying will not be tolerated at Upton Heath C of E Primary School.
- Every pupil has the right to enjoy learning and play free from intimidation.
- Pupils should support each other by reporting all instances of bullying.
- Reports of bullying will be taken seriously and appropriate action will be taken.

### **What the school can do to help children deal with bullying**

- Use circle time and Kidsafe to help children to understand what constitutes bullying.
- Provide a secure and supportive environment so that children feel safe enough to report instances of bullying.
- Ensure that all members of staff take reported instances of bullying seriously and follow the guidelines as set out in this policy.
- Ensure the children have ownership of the 'respect rules'.
- Ensure that positive behaviour is taught and recognised throughout the school through the use of circle time, PSHE and Kidsafe lessons, positive reinforcement, the reward system and weekly celebration of 'kindness'.
- Encourage children to articulate their feeling, worries and concerns through circle time, daily mile and PSHE, Kidsafe lessons.
- Inform and involve parents in the school's approach to bullying so that children are given consistent messages from home and school. All children will be taught the meaning of bullying and its causes and consequences and ways of dealing with it. This is ongoing through circle time, PSHE and the curriculum.

### **Reporting bullying**

- Pupils can report bullying to any member of staff or an older pupil involved in 'buddying' - (currently suspended due to COVID-19 restrictions).
- If bullying persists pupils/staff must report it again to a member of the Senior Leadership Team.
- Pupils seeing other pupils being bullied should always report it to any member of staff.

### **What happens when a case of bullying of children is reported?**

All reports of bullying of children will be fully investigated and appropriate action taken as soon as possible. Incidents of bullying will be reported to the principal.

1. Bullying incident is reported to an adult.

2. The incident is shared with a member of school staff; if it is shared at home then the parent/carer will let the class teacher know as soon as possible.
3. Information is recorded on CPOMS.
4. Class teachers will keep CPOMS up-to-date as a record of incidents. In all cases class teachers must be kept informed of any incidents of bullying.
5. In all cases, parents or carers of the victims and alleged perpetrators will be notified so that they are in a position to support their child.
6. The incident will be investigated by an appropriate member of staff as nominated by a member of the senior leadership team.
7. Parents will be informed of the alleged victim so that they are in a position to support their child.
8. If the incident is substantiated through the investigation then perpetrator and their parent/carers will be involved.
9. If it is concluded that a child has been engaging in bullying behaviour it will be made clear to him/her that this behaviour is not tolerated at Upton Heath C of E Primary School. They will be encouraged to see the situation from the victim's point of view.
10. Outcomes will be shared with all parties as appropriate and support offered.
11. Future behavioural strategies will be planned with the parents/carers and children to avoid further incidents.

When investigating incidents of bullying behaviour the nominated investigator will seek answers to questions of 'what' 'where' 'who' and 'why' in a calm manner, setting an example in dealing with the conflict in a non-aggressive manner.

### **What happens when a case of bullying of staff is reported?**

1. All incidents will be reported to the Headteacher who will investigate the allegation.
2. Any incident involving the Headteacher will be dealt with by the chair of governors or nominated governor.

### **How can the school support the bullying policy?**

- Through use of circle time, Kidsafe and PSHE.
- *Through use of a buddying system for reception and Year 1 children (currently suspended due to COVID-19).*
- Through display with a variety of children's books available.
- Emphasis that 'words matter', and supporting children to engage in positive dialogue.
- Compliments and qualities of children recognised within classrooms.
- Using our 'friendship bench' in the playground for children who need a friend to play with.
- Regular meetings with MDAs, reviewing whole school strategies and highlighting potential 'hot spots'.

- Through the completion of a questionnaire for KS1 and KS2 pupils.
- Through the promotion of the school ethos which promotes respect for the individual.

Signed:        *Wendy Davies*        Deputy Head

Date: April 2021