



Anti Bullying Policy

Reviewed June 2018



Mission Statement

Eastfield Primary School is a values led school, which believes that everyone has a right to live, learn and play in an inclusive atmosphere free from discrimination, harassment and bullying and to be treated with dignity and respect. We value health, wellbeing and emotional welfare for all and want to make Eastfield school a place where everyone feels safe and secure.

Aim of Anti-bullying policy

The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied, and that staff are free from fear of bullying by pupils. Bullying is wrong and damages both children and adults, it is anti-social behaviour and it affects everyone; it is unacceptable and will not be tolerated. Only when issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at school.

- Pupils have a right to learn free from intimidation and fear
- The needs of the victim are paramount
- The school will not tolerate bullying behaviour
- Bullied pupils will be listened to
- Reported incidents will be taken seriously and thoroughly investigated

Definition of Bullying

Bullying is behaviour that is repeated, it is intended to hurt someone either physically or emotionally and is often aimed at certain individuals or groups for example because of race, religion, gender or sexual orientation. It takes a number of forms: physical, emotional, verbal, making gestures, extortion and exclusion. It may be perpetrated by individuals or by groups of pupils.

Forms of Bullying

Example:

- Physical violence such as hitting
- Interfering with another pupil's property, by stealing, hiding or damaging it
- Using offensive names when addressing another pupil
- Teasing or spreading rumour' about another pupil or his/her family
- Belittling another pupil's abilities and achievements
- Writing offensive notes or graffiti about another pupil
- Excluding another pupil from a group activity
- Ridiculing another pupil's appearance, way of speaking or personal mannerisms
- Misusing technology (internet or mobile devices) to hurt or humiliate another person

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Strategies

We actively discuss the effects of bullying and how to tackle this issue through our PSHE curriculum, which is driven by our school values. We hold special assemblies and have specific weeks focusing on behaviour and safety.

If we become aware of any bullying taking place within the school, we deal with the matter immediately and impartially. This will involve speaking to all parties involved to ascertain what has actually happened. This may involve counselling and support for the victim and sanctions for the perpetrator. We spend time talking to the child who has been bullied: we try to get to the bottom of why the bullying occurred, we explain why it was wrong and we try to help the child who bullied change his/her behaviour. If appropriate, bullying will be addressed as an issue within the class through PSHE lessons.

When dealing with an incident of bullying we adopt a problem solving approach which moves children on from simply trying to justify their behaviour. We try to identify the problem and suggest solutions. If possible, the children will be reconciled.

In line with our school ethos that bullying is unacceptable and in the knowledge that other children are often aware of bullying behaviour, we actively encourage pupils to tell an adult when they know that bullying is happening; we do not want any child to suffer in silence.

The first time a child is found to be involved in bullying, the Head teacher and the Assistant Head teacher for Inclusion will be made aware of the situation, but it will be dealt with by the class teacher unless the severity warrants otherwise. If a child is found to be repeatedly bullying other children, the head teacher and the Assistant Head teacher for Inclusion will become actively involved. The child's parents are then invited into the school to discuss the situation. In difficult cases, for example where these initial discussions have proven ineffective, the Head teacher may contact support agencies.

The Roles and Responsibilities of Staff

Staff in our school take all forms of bullying seriously and therefore intervene to prevent incidents from taking place. They fill in incident forms and these are kept in the Inclusion Manager's office. At lunchtimes, these duties are undertaken by the lunch time Play Leaders and Learning Assistants, report incidents to Tina Speller (line manager).

Our staff will

- Foster in our pupils self-esteem, self-respect and respect for others
- Demonstrate by example the high standards of personal and social behaviour we expect of our pupils
- Discuss bullying with all classes, so that every pupil learns about the damage it causes to both the child who is bullied and to the bully and the importance of telling a member of staff about bullying when it happens
- Be alert to signs of distress and other possible indications of bullying
- Listen to children who have been bullied, take what they say seriously and act to support and to protect them
- Report suspected cases of bullying to Miss McHugh - AHT for Inclusion and Mrs Jamil HT Designated Safeguarding Lead (DSL)

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- Follow up any complaint by a parent about bullying, and report back promptly and fully on the action which has been taken
- Deal with observed instances of bullying promptly and effectively, in accordance with agreed procedures
- Implement the school Behaviour Policy

We expect our pupils to:

- Refrain from becoming involved in any kind of bullying, even at the risk of incurring temporary unpopularity
- Intervene to protect the pupil who is being bullied, unless it is unsafe to do so
- Report to a member of staff any witnessed or suspected instances of bullying, to dispel any climate of secrecy and help to prevent further instances
- Understand and respond to the school Behaviour Policy

Anyone who becomes a target of bullies should:

- Not suffer in silence, but have the courage to speak out, to put an end to their own suffering and that of other potential targets

We ask our parents to support their children and the school by:

- Watching for signs of distress or unusual behaviour in their children, which might be evidence of bullying
- Advising their children to report any bullying to Miss McHugh - AHT for Inclusion and/ or Mrs Jamil (DSL), their Class teacher or any member of staff who they are able to talk to and explain the implications of allowing the bullying to continue unchecked, for themselves and for other pupils
- Advising their children not to retaliate violently to any forms of bullying
- Being sympathetic and supportive towards their children, and reassuring them that appropriate action will be taken
- Keep a written record of any reported instances of bullying
- Informing the school of any suspected bullying, even if their children are not involved
- Co-operating with the school, if their children are accused of bullying, try to ascertain the truth. And point out the implications of bullying, both for the children who are bullied and for the bullies themselves

The role of the Head teacher

It is the responsibility of the Head teacher to implement the school anti-bullying strategy and to ensure that all staff are aware of the school policy and know how to deal with incidents of bullying. The Head teacher reports to the Governing Body about incidents of bullying at each full Governing Body meeting, termly statistics are returned to the Local Authority and the Head teacher may be asked to comment on the effectiveness of the anti-bullying policy on request.

The role of Governors

The Governing Body supports the Head teacher in all efforts to eliminate bullying from the school. This policy statement makes it very clear that the governing Body does not tolerate bullying taking place in the school and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

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- The governing body monitors the incidents of bullying that occur and reviews the effectiveness of the school policy regularly. The Governors require the head teacher to keep accurate records of all incidents of bullying, to report at each meeting about any incidents of bullying and to report to the Governors about the effectiveness of school anti-bullying strategies on request
- The Governing Body will respond within ten days to any request from a parent to investigate incidents of bullying. In all cases, the Governing Body will notify the Head teacher, ask her to conduct an investigation into the case and report back to a representative of the Governing Body

The Responsibilities of All

Everyone should:

- Work together to combat and hopefully in time to eradicate bullying

Continuous Professional Development of Staff

The school will offer development and training to staff on a regular basis in the area of anti-bullying.

Monitoring and review

- This policy is monitored regularly by the head teacher who reports to governors on its effectiveness on request
- The effectiveness of this policy is monitored by the Governing Body annually. Governors analyse data collected on bullying and examine the monitoring process
- The Local Authority is sent aggregated data on bullying termly
- The Governing Body reviews this policy annually