

# Tang Hall Primary School



## Anti-Bullying Policy

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#### **Rationale**

At Tang Hall Primary school we are committed to providing a caring, friendly and safe environment for all of our pupils. This is so that they can learn in a relaxed and secure atmosphere, leaving them better placed to make a positive contribution to their local communities and to achieve economic well-being in their adult lives. We believe that it is everyone's responsibility to play an active part in the prevention of bullying and essential that everyone recognises it will not be tolerated in any form.

#### **Aims of the policy**

- Raise awareness across the school that bullying in any form is unacceptable and that everyone has a shared responsibility in promoting a safe and secure environment.
- Promote positive ethos where respect, relationships and responsibilities are key to developing social and emotional well-being.
- Ensure that strategies to prevent bullying in any form are in place and that all people in school know what these are.
- Ensure a consistent response to bullying, with effective support in place for both the person being bullied and the person doing the bullying.

#### **Bullying Definition**

Tang Hall Primary School has adopted the definition of bullying as set out in the DFE Guidance 'preventing and Tackling Bullying' (2017)

*'Bullying is behaviour by an individual or group, repeated over time that intentionally hurts another individual or group either physically or emotionally'*

We recognise that bullying can take many forms amongst pupils including but not limited to:

- Physical - hitting, kicking, theft, damaging property.
- Verbal - threats, name-calling, offensive remarks, racist or homophobic remarks.
- Covert or Hidden – Spreading rumours, playing nasty jokes to embarrass and humiliate, encouraging others to socially exclude someone, damage to someone's social reputation or social acceptance.
- Cyberbullying – abusive or hurtful texts, emails, messages or images, imitating others online. This can take place over a range of platforms.

Bullying can take many forms, and is often motivated by prejudice against particular groups and is perpetrated, for example, on grounds of race, religion, gender, gender identity, sexual orientation, or because a child is adopted or has caring responsibilities. This is not an exhaustive list and other reasons may be the cause of bullying. It might be motivated by actual differences between children, or perceived differences.

### **Signs of Bullying:**

- frightened or unwilling to come to school
- absent from school more than usual
- withdrawn and anxious
- starting to stammer
- running away from school
- cries themselves to sleep at night or has nightmares
- performing less well at school
- coming home with damaged belongings or has possessions going missing
- asking for money or stealing money
- bullying other children or siblings
- suffering from unexplained cuts and bruises
- becoming more aggressive, disruptive or unreasonable
- losing appetite or complaining of being hungry
- afraid to use the internet
- being upset after using the internet or their mobile phone;
- unwilling to talk or secretive about their online activities and mobile phone use.
- spending much more or much less time texting, gaming or using social media.
- after texting or being online they may seem withdrawn, upset or outraged.
- low self-esteem.

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

### **Roles and Responsibilities**

The Governing Body will:

- Ensure that this policy is kept under regular review
- Monitor the implementation of the school's anti-bullying policy and practice
- Monitor incidents of bullying through the Headteacher's report

The Headteacher with the support of the Senior Leadership Team will:

- Ensure all stakeholders (including supply teachers and visitors) are familiar with and have the opportunity to contribute to this policy
- Promote an open and honest anti-bullying ethos which secures whole school community understanding and support for the anti-bullying policy

- Gather the views and experiences of pupils, staff and parents to monitor and better evaluate anti-bullying work and act as appropriate on the outcomes.
- Ensure adequate levels of pupil supervision
- Ensure staff knowledge is current and relevant by providing any necessary training and development
- Conduct regular pastoral assemblies on an anti-bullying theme
- Ensure the school's participation in relevant local and national anti-bullying initiatives and campaigns
- Ensure that incidents that occur outside of school but that impact on pupils in the school are followed up
- Evaluate the effectiveness of this policy and report regularly to the Governing Body

All Staff will:

- Be observant, recognise and challenge bullying
- Respect and celebrate diversity
- Model positive behaviour and effective conflict resolution
- Use reward and celebration strategies to encourage pupils to behave well and take care of each other, in line with the behaviour policy
- Encourage children to 'own' their behaviour
- Ensure that children know who to talk to if they have any worries
- Encourage children to tell staff about bullying rather than retaliate
- Provide effective interventions to support children at risk of/involved in bullying
- Work effectively with a range of outside agencies to ensure anti-bullying work and pupil safeguarding has a high priority
- Model safe use of the internet.

Parents/Carers will:

- Ensure they talk to the school if they have any concerns
- Work in partnership with the school to resolve any issues

### **Responding to allegations of bullying**

Tang Hall School aims to ensure that any incidents of bullying are responded to quickly and effectively to reduce the possible negative outcomes and to prevent any recurrence.

All staff will:

- Listen to the child/children who comes to you as a victim and make relevant notes
- Speak to the perpetrator/s and make relevant notes
- Speak to any witnesses
- All notes to be recorded on CPOMs

Headteacher will:

- Review notes on CPOMs
- Speak to the perpetrator/s and victim/s
- Decide on appropriate actions to support the victim/s and perpetrator/s
- If appropriate carry out relevant sanctions (See behaviour policy)
- Speak the parents of the perpetrator/s and victim/s