Potters Green School

nurturing bright futures

Anti-bullying Policy (Updated April 2021)

(Approved by Governors: March 17th 2021)

Introduction

It is a government requirement that all schools have an anti-bullying policy. At Potters Green bullying is totally unacceptable and is not consistent with our **School Values** (Respect, Resilience and Responsibility) or the **School Rules** which were created by the pupils of Potters Green. Bullying can be direct (either physical or verbal) or indirect (for example, being ignored or not spoken to). The Anti-Bullying policy is to be read alongside the Behaviour, Discipline and Incentives Policy.

Bullying affects the safety and happiness of the children. It often affects the educational achievement of the children. If it is not dealt with, children may interpret the school's inaction as condoning unacceptable behaviour. It can undermine all the positive aspects of the caring and effective ethos of our school.

In order to ensure the school provides a safe and secure learning environment for all the children, at Potters Green we will strive to: -

- develop a school ethos in which bullying, racial, homophobic, and sexual harassment is not tolerated by the pupils and the staff.
- actively discourage bullying, racial, homophobic, and sexual harassment amongst the children and the staff.
- quickly and positively deal with any acts of bullying, racial, homophobic, and sexual harassment.
- recognise that bystanders are encouraging bullying by doing nothing.
- work to offer an education free from stereotypes and discrimination.

Definition of Bullying

Usually bullying has three common aspects.

1. It is deliberately hurtful behaviour.
2. It is often repeated over a period of time (happens on a regular basis).
3. It is difficult for those being bullied to defend themselves.

Bullying can occur through several types of anti-social behaviour. It can be: -

- **Emotional**: being unfriendly, excluding, tormenting (eg hiding books, threatening gestures).
- **Physical:** a child can be physically hit, kicked, punched, spat at etc.
- **Verbal:** name calling, sarcasm, spreading rumours, teasing.
- **Racist**: racial taunts, graffiti, gestures.
- **Sexual**: unwanted physical contact or sexually abusive comments.
- **Homophobic**: because of or focusing on the issue of sexuality.

- **Damage to Property or Theft**: pupils may have their property damaged or stolen. Physical threats may be made by the bully in order that the victim hand over property to them.
- **Cyber-bullying & Texting**: a child can be bullied through using the internet or sending offensive text messages to pick on other children. All areas of the internet, such as email and internet chat, Instagram, Snapchat, Twitter, Facebook, MySpace, Bebo, Tik tok and other social network sites can be used to bully individual children or staff. Misuse of associated technology, ie camera and video facilities, I-Pad, Games consoles and tablets.

Any member of the school community can be a victim of bullying.

A simple way that children are taught to remember about how to respond to bullying is:

SEVERAL TIMES ON PURPOSE, START TELLING OTHER PEOPLE.

When is it not bullying?

There are differences between bullying behaviour and poor behaviour and aggression that is not deemed bullying. The key difference is the regularity and pattern. Very serious behaviour which will be dealt with under the Behaviour, Discipline and Incentives Policy may not be bullying for this very reason. It is important that parents, staff and pupils understand the differences so that incidents can be dealt with appropriately.

Bullying is not an odd occasion of falling out with friends, name calling, arguments or when the occasional 'joke' is played on someone. Children do sometimes fall out or say things because they are upset. When occasional problems of this kind arise, it is not classed as bullying. It is an important part of a child's development to learn how to deal with issues such as friendship breakdown, the odd name calling, a childish trick. We all have to learn how to deal with these situations and develop social skills to repair relationships.

Strategies to Combat Bullying

- Develop an appropriate sense of values and moral code in all aspects of school life and in all areas of the curriculum.
- Promote a caring and open ethos in school in which all the children are valued.
- Promote co-operative behaviour in all pupils.
- Ensure pupils and staff are aware that publicly posted information on the internet through social network sites can be read by anyone.
- Reinforce positive behaviour through praise, encouragement, recognition and the fostering of self - worth.
- Foster an open and caring school environment in which all children can disclose incidents of bullying to staff.
- Provide a quality environment on the playgrounds
- Ensure that an explicit structure of dealing with incidents of bullying is understood and acted upon by all members of the school staff.
- Raise pupils' awareness of our anti-bullying policy, e.g. annual anti-bullying poster competition, posters and Anti-Bullying Charter displayed around school and through the PSHE schemes of work.

Procedures for Dealing with Bullying

Bullying will be dealt with according to the procedures detailed in our behaviour, discipline and incentives policy.

For serious or long-term incidents of bullying, LA support agencies may be involved. If a child frequently bullies others it is important that parents/carers and staff work in partnership in order to effectively

change that child's behaviour. Support must also be provided for a child that is the victim of bullying. This will often be provided by either our Learning Mentors or our Time for You counsellor (Relate counsellor).

Parents will be informed if their child has used racist, homophobic language directed at pupils or staff, even if it is not considered at the level of bullying.

Guidance for Children

The majority of pupils are never involved in bullying behaviour but they are often aware of its existence and sometimes see it happening. Staff must ensure pupils know how they should behave in such a situation.

The children should: -

- not allow someone to be deliberately left out of a group (especially on the playground);
- not join in or condone when someone else is being bullied;
- report any types of bullying to an adult so that appropriate action can be taken.

Support for Victims

Children who are the victims of bullying or other one-off incidents will be fully supported in order to:

- restore their self-confidence;
- eliminate any fears or insecurities;
- be reassured that by reporting the incident they have done the right thing;
- encourage them to tell if incidents continue with a date set for review. A key person will be identified to support the child. This will normally be the class teacher or a learning mentor.

Recording of Incidents

It is a requirement that we maintain certain records. At Potters Green records of bullying behaviour should be kept on CPOMS.

It is a requirement that the school records all racist incidents. All reported incidents must be reported to the pupils' parents/guardians, school governors and the LA. Low level activity should be reported at school level (CPOMS) and included in the termly report to governors.

CPOMS

CPOMS is a secure, online database, which the school uses to record behaviour, bullying, safeguarding, racist and a range of other incidents.