

**St Stephen's Church of England
Multi Academy Trust**



**Parkfield
Primary School**

Anti-Bullying Policy

Policy agreed by staff: September 2020

Policy agreed by Trust Board: September 2020

Policy to be reviewed: September 2021

Rationale

Everyone at Parkfield Primary School has the right to feel welcome, secure and happy. Only if this is the case will all members of the school community be able to achieve to their maximum potential. Bullying of any sort prevents this being able to happen and prevents equality of opportunity. It is everyone's responsibility to prevent this happening and this policy contains guidelines to support this ethos.

Where bullying exists the victims must feel confident to activate the anti-bullying systems within the school to end the bullying. It is our aim to challenge attitudes about bullying behaviour, increase understanding for bullied pupils and help build an anti-bullying ethos in the school. This document outlines how we make this possible.

Definitions of Bullying

Bullying is deliberately hurtful behaviour that is repeated over a period of time, making it difficult for the person concerned to defend themselves. This can take the form of name-calling, violence, threatened violence, isolation, ridicule or indirect action such as spreading unpleasant stories about someone. The school works hard to ensure that all pupils know the difference between bullying and simply "falling out".

Actions to Tackle Bullying

Prevention is better than cure, so we will be vigilant for signs of bullying and always take reports of incidents seriously. We will use the curriculum whenever possible to reinforce the positive ethos of the school and help pupils to develop strategies to combat bullying-type behaviour.

Pupils are told that they must report any incidence of bullying to an adult within school, and that when another pupil tells them that they are being bullied or if they see bullying taking place it is their responsibility to report their knowledge to a member of staff.

All reported incidents of bullying will be investigated and taken seriously by staff members. A record will be kept of incidents. The Class teacher of the victim will be responsible for this and will be required to give a copy of report and the action taken to the Executive Headteacher. When appropriate, pupils may be asked to write a report themselves. In order to ensure effective monitoring of such occurrences, and to facilitate co-ordinated action, all proven incidences of bullying should be reported to the Executive Headteacher. If bullying includes racist abuse then it should be reported to the Executive Headteacher to be recorded officially as a Racist Incident.

Upon discovery of an incident of bullying, we will discuss with the children the issues appropriate to the incident and to their age and level of understanding. If the incident is not too serious, a problem-solving approach may help. The adult will remain neutral and deliberately avoid direct, closed questioning which may

be interpreted as accusatory or interrogational in style. Each pupil must be given an opportunity to talk and the discussion should remain focused on finding a solution to the problem and stopping the bullying recurring.

There are various strategies that can be applied if more than one pupil is involved in bullying another. Circle Time can be an effective way of sharing information and provide a forum for discussing important issues such as equal rights, relationships, justice and acceptable behaviour. It can also be used just within the affected group to confront bullying that already exists.

Victims who are worried about openly discussing an incident when the aggressors are present (e.g. taunting during a lesson) can be encouraged to go to the teacher quietly at another time. Victims need to feel secure in the knowledge that assertive behaviour and even walking away can be effective ways of dealing with bullying. The issue of bullying and strategies to avoid bullying can be discussed at School Council.

Parental Involvement

The parents/carers of bullies and their victims will be informed of an incident and the action that has taken place and asked to support strategies proposed to tackle the problem. The bully will also be reminded of the possible consequences of bullying and the sanctions for repeated incidents will be clearly explained to him/her in accordance with the school's behaviour policy. (Persistent bullies may be excluded from school). A behaviour plan may also be used, usually incorporating a reward for achieving desired behaviours and sanctions applied if negative behaviours persist.

Parents/carers are reminded regularly through letters and newsletters to inform their children that they must tell someone should they ever be bullied. Keeping information from the school, or from their parents/carers, will never help a problem to be solved, and will prolong the period a victim has to suffer

Summary – things we do to discourage bullying

- 1) Listening to pupils and parents/carers
- 2) Pupil questionnaires on behaviour
- 3) Parent/carer questionnaires on behaviour
- 4) Circle Time and School Council
- 5) Promoting high self-esteem
- 6) Positive behaviour management by staff
- 7) Partnership work with outside agencies
- 8) Partnership with parents/carers
- 9) The school management working directly with pupils
- 10) Individual behaviour programmes
- 11) Disciplinary action as necessary
- 12) Improved playground environment

Bullying Incident Report Form

Name of Pupil	Year Group
Date	Incident Reported too
Action Taken	
Class Teacher	Executive Headteacher / Deputy Headteacher