

Ambler
Primary School and Children's Centre

Policy
Anti-Bullying

November 2014



Next review with Safety Service and Communications Committee: November 2015

This plan is subject to on-going change and will be updated as and when required.

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1. Statement of Intent

We at Ambler are committed to providing a caring, safe and friendly environment for all our pupils so that they can learn in a relaxed and secure atmosphere. Bullying of any kind is **unacceptable** at our school and children's centre.

If bullying *does* occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a *TELLING* school. This means that anyone who knows that bullying is happening is expected to tell staff.

Ambler actively promotes positive interpersonal relations between all members of the school and children's centre community.

This policy has been developed through consultation which involved all members of the school community – with children, mums, dads and carers and all school staff.

2. Principles

- Children 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.
- Reports will be taken seriously and thoroughly investigated.
- Children engaging in bullying behaviour will be supported to change their behaviour.

3. Definition of Bullying

What is it?

Bullying is behaviour by an individual or group, **repeated over time**, that intentionally hurts another individual or group either physically or emotionally. (*"several times on purpose" STOP*)

This definition has been agreed with governors, staff, parents and pupils.

Bullying can be:

- (i) Physical - (hitting, kicking, stealing)
- (ii) Verbal - (name calling – including racist, sexist, homophobic remarks, teasing, spreading rumours). (Verbal comments will be logged in the behaviour log and an incident form filled out).
- (iii) Indirect - (being unfriendly, leaving someone out, teasing, threatening gestures).

- (iii) Cyberbullying – using social media to send rude or mean messages or pictures.

4. Links with other school and children's centre policies:

Child Protection, Safeguarding, E-safety, Behaviour, Children's Centre, Positive Behaviour Policy.

5. Participation and Consultation Process

- Awareness raising programmes (workshops for parents, children)
- Surveys/questionnaires distributed to pupils, parents and whole school staff, including governors.
- Obtaining the views of elected student representatives e.g. class and school council.
- Seeking the views of parents at information evenings.
- Monitoring evaluation and review.

6. Responsibilities of all Stakeholders

All stakeholders, including governors, staff, parents and pupils are responsible for keeping children safe from any form of bullying.

Staff will:

- Foster in our pupils self-esteem, self-respect and respect for others.
- Demonstrate by example respectful behaviour
- Discuss bullying in all classes, making children aware of the damage it causes and the importance of telling an adult 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 protect them.
- Follow up any complaint from a parent about bullying, and report back promptly and fully on the actions taken.
- Deal with observed instances of bullying promptly and effectively.

Pupils will

- Be respectful to adults and to each other.
- Tell an adult immediately if anyone is being bullied.
- Have the courage to speak out and have the confidence that it will be taken seriously and dealt with.

We ask our parents and carers to support their children and their 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 a member of staff, or to report it themselves.
- Being sympathetic and supportive towards their children and reassuring them that action will be taken.
- Co-operating with the school if their own child is accused of bullying.

7. Preventative measures

7.1. Within School

The school follows the Islington Scheme of Work for PSHE and SEAL as well as citizenship. Teachers talk to children about issues of difference and equality through lessons in class, dedicated events or projects or through assemblies.

Children in the school are encouraged to treat one another and the school staff with respect because they know this is the right way to behave. Our values of respect for others and for the value of education are made clear and modelled by staff and older children with specific responsibilities. Our peer buddies are carefully trained and look after children in the playground, ensuring that no-one feels left out or lonely. Staff on duty, together with the Learning Mentor support children in their play and are on hand to deal with any incidents. They always deal with incidents immediately and in the event of serious incidents, they refer directly to Senior Leadership.

Teachers use positive behaviour management strategies and reward good behaviour. Please refer to the behaviour policy for a full list. Classroom management is consistent throughout as outlined in our Going for Green agreement.

7.2. Pastoral Provision

Class teachers and assistants are made aware of vulnerable children within the school community, without breaching confidentiality.

Vulnerable children or those on the pastoral care register are either monitored or referred for learning mentor support or therapy from a child integrative psychotherapist in school or an outside agency such as CAMHS (Child and Adolescent Mental Health Service).

8. Procedures for dealing with incidents of bullying or hurtful behaviour

Any incidents that are reported are taken very seriously and investigated thoroughly. We want all our children to feel safe and happy in school. We want our parents and carers to feel confident that we will respond immediately to any incidents, however minor they may seem.

- Consequences will always be applied to pupils who bully to show them clearly that their behaviour is wrong.
- Consequences will be applied fairly and consistently and take into account of any special educational or emotional needs or disabilities pupils may have.

- Motivations behind bullying behaviour will be taken into consideration to make sure that it does not reveal any concerns for the safety of the child who bullies. Where this is the case the child may need support themselves.
- All incidents of bullying are recorded in the harassment folder.
- A full investigation takes place where the children are spoken to individually and any bystanders or adults are also consulted. We aim to find out the truth.
- Feedback will be given to the parties concerned.
- If an incident of bullying outside the school premises is reported to the school, it will still be investigated and dealt with appropriately in school, in order to send a clear message that bullying will not be tolerated.

9. Continuous Professional Development of Staff

The school will offer all staff training in the area of at least bi-annually (every 2 years). Procedures will be clearly laid out in the staff induction brochure.

10. Monitoring and Review

Pupil and parent surveys to be conducted annually. Policy review annually.

- PASS (Pupils attitudes to self and school) survey annually.
- Survey for pupils and parents bi-annually.
- Pupil voice interview with randomly selected pupils.