

'Reach for the Stars'



Anti Bullying Policy

Last Reviewed: November 2022

Review Date: November 2023

To be read in conjunction with the Behaviour Policy

Anti-Bullying lead – Ms S Clarke (Headteacher)

E safety lead – Mr P Smith

Co-chairs of Board of Governors – Mrs L Jones and Mrs J Thompson

Principles and Values

Bullying is wrong and can damage children. As a school we take bullying and its impact extremely seriously. All known incidents of bullying are responded to immediately.

Bullying in any form is not tolerated. The school actively seeks ways to counter the effects of bullying that may occur within school. The ethos and values of our school foster high expectations of behaviour and we consistently challenge any behaviour that falls below this through our behaviour policy. No one deserves to be a victim of bullying; everybody has the right to be treated with respect. Pupils who are bullying need to be taught different ways of behaving.

Aims and Objectives of this Policy

To ensure that we work together to ensure that our school is a safe place for children and adults

To ensure that all members of the Board of Governors, teaching and non-teaching staff, pupils and parent/carers have a shared understanding of what bullying is.

To ensure that all members of the Board of Governors, teaching and non-teaching staff know what the school policy is on bullying, and follow it when an incident of bullying is reported.

To ensure that all pupils and parents/carers know what the school policy is on bullying, and what to do if bullying arises.

What is Bullying?

The **Department for Education** describes bullying as “behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally”.

They also state “Bullying can take many forms (for instance, cyber-bullying via text messages or the internet), and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, or because a child is adopted or has caring responsibilities”.

In other words, bullying is unacceptable behaviour towards another or others, which occurs **lots of times, on purpose.**

Bullying can be short term or continuous over long periods of time.

Bullying can be direct (either physical or verbal) or indirect (e.g. being ignored or excluded from social interaction).

Bullying may be:

Emotional- being unfriendly, excluding, social isolation (you can't play), tormenting, threatening, spreading rumours, teasing, abuse of personal property, taunting

Physical- pushing, kicking, biting, hitting, punching or any use of violence or aggression

Racial- taunts, graffiti, gestures, language

Sexual- unwanted physical contact or sexually abusive comments

Homophobic- because of, or focussing on the issue of sexuality

Cyber bullying- All areas of internet and mobile phone use, such as texting, email and internet chat Twitter, Snap Chat, Facebook misuse, misuse of associated technology , i.e. camera and video facilities, Ipad, games consoles

Extortion- stealing

It is “several or lots of times and on purpose” which distinguishes bullying from unkind behaviour by one person/group towards another/others.

Bullying can be by

Individuals or groups/gangs

Bullying may be related to:

- Race
- Gender
- Religion
- Culture
- SEN or disability
- Appearance or health condition
- Home circumstances, including young carers and poverty
- Sexual orientation

Bullying can take place in the classroom, playground, toilets, on the journey to and from school, on residential trips and in cyberspace. It can take place in group activities and between families in the local community.

Perpetrators and Victims

Bullying takes place where there is an imbalance of power of one person or people over another or others.

Staff must remain vigilant about bullying behaviours because some children may not be aware that they are being bullied; they may be too young or have a level of Special Educational Needs which means that they may be unable to realise what others may be doing to them.

Staff must also be aware of those children who may be vulnerable or at risk from bullying themselves or being bullied due to background/ home circumstances.

Signs and Symptoms for Parents and Staff

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn, anxious, or lacking in confidence
- starts stammering

- attempts or threatens self-harm, suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do make less effort with school work than previously
- comes home with clothes torn or books damaged
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home hungry (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- starts bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous and jumpy when a cyber-message is received
- lack of eye contact
- becoming short tempered
- change in attitude to people at home.

These signs and behaviours could indicate other social, emotional and/or mental health problems, but bullying should be considered a possibility and should be investigated

If a child feels that they are being bullied, there are several procedures that they are encouraged to follow: (not hierarchical)

- Tell a friend
- Tell your School Council Representative, a Friendship or Playground Buddy or a prefect
- Tell a teacher or adult whom you feel you can trust
- Write down your concern and pass it to someone you trust
- Tell a parent or adult at home whom you feel you can trust
- Discuss it as part of your PSHE time
- Ring Childline on 0800 1111 and follow the advice given

Actions following a reported incident

All known/reported incidences of bullying are investigated by the class teacher and anti-bullying lead.

Parents of the perpetrator may also be questioned/ informed about the incident or about any concerns about their child's behaviour, following the Behaviour Policy.

Parents of the victim are invited to meet the anti-bullying lead, are informed of the incident and are told of the follow up actions.

The child displaying unacceptable behaviour has their name entered in the behaviour book and are talked to about their behaviour by the anti-bullying lead. They are then asked to apologise. The children are reconciled, if appropriate. The bullying pro forma is completed (see Appendix 1). The perpetrator's behaviour is carefully monitored and reviewed two weeks after the incident.

In serious cases (defined as children displaying an on-going lack of response to sanctions, that is, no change in behaviour of the perpetrator and an unwillingness to alter their behaviour choices), support from the LA behaviour outreach team, counsellors, reduced timetables, or fixed or permanent exclusion are considered.

Recording of Bullying Incidents

Staff record and report each incident of bullying.

All alleged incidents of bullying are recorded using forms in the appendix, and are investigated by the anti-bullying lead.

All proven incidents of bullying are recorded in the Behaviour Log

All proven incidents of bullying are discussed with all relevant staff and parents of the children involved.

Incidents of bullying are followed up using the school's behaviour policy and are recorded on the Incident Follow up Record (see Appendix one).

Prevention

At Etruscan we use a variety of methods to support children in preventing and understanding the consequences of bullying through class assemblies, PSHE lessons, SMSC Curriculum, the school values, Key Stage and school worship themes, Anti-Bullying Week and continued focus, work by the prefects, the School Council and E-Safety lessons. Children and parents/carers are also consulted through pupil and parent/carers questionnaires, "smiley star" prizes for acts of good citizenship, classes agreeing their own class rules

The ethos and values of Etruscan means that all children are expected to show respect for each other and for the property of others. Good and kind/polite behaviour is regularly acknowledged and rewarded.

Staff regularly discuss bullying and children throughout the school are taught to understand that we have zero tolerance to bullying and that incidents of bullying are always tackled, This lets children know that we are serious about dealing with bullying and leads to open conversations and increased confidence in children to want to discuss bullying and report any incidents and concerns about other children's behaviour.

Staff reinforce expectations of behaviour as part of everyday reiteration of our school values of Respect, Enjoyment, Achievement, Collaboration and Honesty.

Staff follow the Equal Opportunities and Inclusion Policies, supporting and valuing every child in our school.

Advice to Parents

As the parent of a child whom you suspect is being bullied-

1. Report all bullying incidents to the class teacher and/or Anti-Bullying lead (Ms Clarke)
2. The bullying behaviour or threats of bullying will be investigated and the bullying stopped quickly
3. You will be advised of the outcome of the investigation and any action taken to ensure the bullying stops
4. The school will help the child using unacceptable behaviour towards others, to change their behaviour.

Do Not:

1. Attempt to sort the problem out yourself by speaking to the child whom you think may be behaving inappropriately towards your child or by speaking to

their parents.

2. Encourage your child to be 'a bully' back.

Both of these will only make the problem much harder to solve.

HELP ORGANISATIONS:

Visit the Kidscape website www.kidscape.org.uk for further support, links and advice.

The Anti-Bullying Alliance website on www.anti-bullyingalliance.org.uk/anti-bullying-week has advice for professionals and parents.

The NSPCC's website www.nspcc.org.uk also has advice for staff and parents

Children can call the Childline confidential number on 0800 1111 or contact them using www.childline.org.uk

Appendix 1



Bullying Incident Referral Form

ETRUSCAN PRIMARY SCHOOL	
Date of Incident:	Time of Incident:
Report completed by:	

NAMES OF CHILDREN INVOLVED	Class

Brief summary of the incident:

Reason for referral to Anti Bullying Lead (e.g. one of a number of recent incidents):

Brief summary of action taken by anti- bullying lead



Bullying Allegation Form

ETRUSCAN PRIMARY SCHOOL	
Date of Incident:	Concern reported by:
	Designation:
Concern reported to:	Position:

Names	Class

Brief summary of the allegation

Brief summary of incident resulting from investigation.

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Details of action taken:

Checked for earlier incidents involving same pupils	
Notified parents/carers	
Individual discussion with pupils involved	
Group discussion with pupils involved	
Notified class teacher	
Medical treatment	
Specific support from staff/inclusion team support	
Follow up date set	



Bullying Incident Follow-up Record

Date	Action Taken by	Brief Description of Action	Outcome

Bullying stopped - **Yes/No**

Further Action To Be Taken:

Signature and date: