



Anti Bullying Policy

In this school we aim to tackle situations that occur when friendships, relationships and interactions go wrong as swiftly as possible. We aim to prevent bullying by having an ongoing approach to building understanding and social and emotional skills which weave throughout school life.

However, when bullying does occur we respond by dealing with it consistently, fairly and effectively.

*Our learning values of **empathy and compassion**, as well as **reflection**, underlines our commitment to developing a caring community and this weaves throughout our daily life.*

Whole class work, Circle Times, pastoral approaches, assemblies and Acts of Worship, Forest Families, Forest School, drama, citizenship, curriculum learning, individual and group programmes, 'Out'n'About' times, use of Play Leaders are just some of the ongoing approaches used across the school.

As a Church school we encompass the Christian values of friendship, forgiveness, justice, generosity and trust

Definition:

The definition of bullying is not always clear and as black and white as some people may think. There are many grey areas, so much so that some people who are victims of bullying might not always be aware that bullying is taking place. The Anti-Bullying Alliance, which is an established organisation that was put together to tackle the issue of bullying and try to reduce the amount of bullying that takes place, sees bullying as people who go out their way to be nasty or unkind to a person or people, not by accident and continue to do so even though the person on the receiving end finds it threatening and unpleasant but cannot put a stop to it.

At Dartington C of E Primary School we treat each other with kindness and respect in a community where we learn together. We recognise that the social and emotional learning that happens as children develop is core to our school life. In response to this we are a school where pastoral approaches are used to develop our understanding of each child's individual profile and inform a range of activities and responses that are used across the school.

We also recognise that things can go wrong. When bullying occurs, it makes people feel hurt or afraid and may have a deep impact. We value empathy and compassion and work hard to maintain this as an expectation across our school community.

Central to our beliefs is that everyone has the right to feel safe, to feel special and to have their needs met. It is important that adults are explicit about being safe, create a safe environment and use this language with the children.

We believe that bullying is unkind, hurtful and damaging behaviour. It can include physical hurting, leaving people out, as well as damaging people's things and making fun of people.

Our aim is to be a kind and caring school. The key characteristics that turn unkindness into bullying are:

- that it is repeated and goes on over time;
- that it is deliberate and not accidental;
- that it involves the person doing the bullying having some sort of power over the person experiencing the bullying - such as being bigger, having a 'gang' of friends or having a toy or something that everybody wants to play with, or exerting power through fear.

Children will often fall out with friends or say unkind things when they are angry. The majority of incidents when children talk about being bullied are when relationships have gone wrong. These are often sorted out between themselves, but if unresolved can also settle into destructive patterns, which can be complex and take focused work to unpick.

We recognise that most children both use and experience bullying behaviour at one time or another, and that all children can change their behaviour, with appropriate support. In school we always look for the underlying drive behind behaviours, for the change and learning that needs to take place and for a swift response to address immediate needs.

At our school **EVERYONE** has an important part to play in discouraging and preventing bullying from happening. Whenever the opportunity arises it must be made clear that we will not tolerate bullying. Children must be encouraged to tell adults, be given supportive strategies and staff must always be observant

- All staff must record all bullying that is observed or reported using CPOMs.
- Incidents of bullying will be recorded. All incidents will be taken seriously and children involved will be given time to talk to a trusted adult.
- We will look at all sides of the problem to help find a way forward.
- Parents will be involved whenever possible.
- Programmes will be put in place to support the child. Programmes will also be undertaken by the bully.
- Follow up activities are a vital part of any support. Review dates must always be set.

KEY ACTIONS

1. Listen to the child
2. Do something about it.
3. Keep on checking and reviewing.

Within our learning children will reflect on: 'DO YOU EVER BULLY OTHERS?'

You do if you ever do any of these:

PHYSICAL BULLYING - hurting and being aggressive towards someone

VERBAL BULLYING - name calling, jeering, teasing and being abusive towards someone .

INDIRECT BULLYING - spreading rumours, deliberately excluding someone and non-verbal, non-inclusive gestures

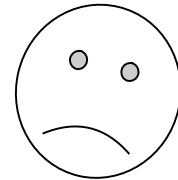
CYBER BULLYING - using computers, mobile phones etc to send messages, spread rumours, intimidate or share images of bullying events.

Have you ever joined in with others doing these things?

Each of these causes distress and unhappiness. The following information tells you what to do to stop it happening to you or anyone else.

WHAT TO DO if you see or know someone is being bullied:

- Don't smile or laugh - it will encourage the bullies to carry on.
- Don't join in - it is your responsibility to help stop bullying
- Don't be a bystander
- Do tell the bully to **STOP** - if you don't you are encouraging bullying
- Do encourage your friend who is being bullied to come and join in your game or activity.
- Do tell an adult what happened - they need to know straight away



ALWAYS TELL AN ADULT IF YOU ARE BEING BULLIED

Bullies always say things will get worse if you tell.

This is not true.

Telling someone is the first step in getting things sorted out.

There are lots of different ways to sort the problem out.

WHAT TO DO ... IF YOU ARE BULLIED.

DURING the bullying:

- Don't smile or 'go along with it'
- Tell the bullies to **STOP** - say you don't like what they are doing.
- Get away as soon as possible - join another pupil or group if you can.
- Tell an adult as soon as possible

AFTER the bullying:

- TELL someone what has happened - don't keep it a secret.
- TELL your family - they can help you.
- TELL your teacher or adult in school that you trust- ask a friend to go with you if it helps.
- Keep on speaking up until someone listens.

INFORMATION FOR PARENTS

WHAT TO DO if you think your child is being bullied.

- Talk calmly and positively with your child about his / her experience
- Make a note about what he / she says.
- Try and listen to your child's point of view.
- Try not to jump to conclusions - it is really helpful to gather information from all sides.
- Reassure your child that he / she has done the right thing, or suggest some positive strategies.
- Explain that from now on we will work together to help stop it happening again, and so any further incidents should be reported to an adult as soon as possible
- Explain the situation to a member of school staff. Staff will liaise with the Headteacher, Special Needs Co-ordinator, Leadership Team and Pastoral Lead to ensure that a plan is put into place and review dates set.
- Although this can be a distressing and emotive issue to address, try and be aware of the pitfall of asking leading questions or adding heat to the situation through your own response.

We have many adults in school to help and support both your child and yourself. We are all here to help. Your child might identify a special trusted adult that they would especially feel confident talking to:

- *Your child's class teacher (if you want time to sit and sort things out it is best to make an after school appointment as before school is always a very busy time)*
- *Claire Redwood (Headteacher)*
- *Sarah Cate (Special Needs Coordinator)*
- *Phil Whitehurst (Pastoral Lead) All children have access to Phil throughout the school day. Parents have opportunities to talk to Phil, either through an appointment or by arrangement with your class teacher.*
- *Any of our Teaching Assistants / Meal Time Assistants, especially those in your child's class where they might have a particular trusted relationship*

WHAT TO LOOK FOR in a meeting with school staff:

- That you have a chance to say everything you want to say
- That you decide together whether it is helpful or not for your child to be present
- That you know how the school are going to find out all sides of the problem
- That both you and your child know what is going to happen next
- That you have the date of the next meeting to check progress
- Ask if you can help
- Stay in touch

**Be prepared that to fully resolve a deep rooted problem successfully takes time, teamwork and patience.
(Bullying actions can become bullying behaviours if not clearly addressed)**

WHAT TO DO ... if your child is bullying others:

- Talk with your child and explain that his / her behaviour is unacceptable.
- Make an appointment with your child's class teacher or member of school staff (see the list above)
- Ask the school for progress regularly
- Give your child clear guidelines and lots of praise when he / she is co-operative or helpful.

In school we encourage positive strategies to help stop bullying. Please do ask for support materials to share with your child at home if you feel it would be helpful.

This policy was adopted by Governors in the Spring Term 2019 and is due to be reviewed in the Spring Term 2020.

Helpful Contacts:

If you would like further advice, the following organisations offer a range of support.

Anti-bullying Network

Information sheets for young people, parents and school staff as well as information and links to relevant organisations.

W: www.antibullying.net

Bullying Online

Sections on advice for parents, pupils, teachers and youth workers, legal advice, school projects, problem page for children and young people, mobile phone bullying, racist bullying, safety in cyberspace, help for bullies, tips, links, sample letters, anti-bullying policies, outside-school issues, advice from a governor, guidelines from National Association of Head Teachers and DfE..

Tel: 020 7378 1446

W: www.bullying.co.uk

Childline

24-hour helpline for children and young people in the UK. Also teachers' packs, quizzes, stories, information sheets, policy and campaign information.

Tel: 0800 1111

W: www.childline.org.uk

Anti Bullying Alliance

An alliance of over 70 organisations working to stop bullying and create safer environments in which children and young people can live, grow, play and learn

www.anti-bullyingalliance.org.uk

Kidscape

Frequently asked questions on bullying for children and young people, information and training for parents and professionals, anti-bullying policies and related guidelines, peer support schemes, publications and links.

Tel: 0845 120 5204

W: www.kidscape.org.uk

Information about cyber bullying

www.antibullying.net/cyberbullying5.htm

Other useful websites:

www.besomeonetotell.org.uk

www.bbc.co.uk/schools/parents/bullying