



BOND PRIMARY SCHOOL

Bond Road, Mitcham, Surrey CR4 3HG

Tel: 020 8648 8757 Fax: 020 8646 7343

ANIT BULLYING POLICY 2019

Vision statement

“Working together to create confident lifelong learners.”

Statement of Intent

At Bond Primary School we are committed to providing a warm, caring and safe environment for all our children so that they can learn and play in a relaxed and safe place. Bullying of any kind is unacceptable and will not be tolerated in our school. We take all incidents of bullying seriously. Bullying hurts. No-one deserves to be a victim of bullying. Everybody has the right to be treated with respect and pupils who are bullying others need to learn different ways of behaving. At Bond Primary School, we acknowledge that, as in wider society, bullying does happen from time to time. When bullying does occur, everyone should be able to tell and know that incidents will be dealt with promptly and effectively in accordance with our Anti-Bullying Policy. We are a TELLING school. This means that anyone who knows that bullying is happening is expected to tell the staff.

Aims and Objectives

The purpose of this policy document is to ensure that the aims, responsibilities and procedures with regard to dealing with bullying in the school are made clear to all staff, parents and Governors. The implementation of this policy will create an ethos where bullying is regarded as unacceptable so that a safe and secure environment is created for everyone to learn and work in.

All members of the school have a responsibility to recognise bullying when it occurs and to take appropriate action in accordance with the school policy. This will happen in the following ways:

- The school will meet the legal requirement for all schools to have an Anti-Bullying Policy in place.
- The school will work closely with other professional agencies to ensure that children stay safe as stated in The Children Act 1989, The SEN and Disability Act 2001 and The Children Act 2004.
- All governors, teaching and non-teaching staff, pupils and parents/guardians will have an understanding of what bullying is.



- All governors, teaching and non-teaching staff will know what the school policy is on bullying and will consistently and swiftly follow it when bullying is reported.
- All pupils and parents/guardians will know what the school policy is on bullying and what they can do if bullying occurs.
- Pupils and parents/guardians will be assured that they will be supported when bullying is reported.
- Whole school initiatives (staff training, celebration assemblies etc) and proactive teaching strategies (PHSE [Personal, Health & Social Education] lessons, circle time etc) will be used throughout the school to reduce the opportunities for bullying to occur and actively raise awareness.
- A positive, caring ethos will be created within the school environment where everyone can work, play and express themselves, free from the fear of being bullied.

Aims

1. To ensure that all children are able to come to school free from the behaviours described above.
2. To make clear to parents that bullying is not tolerated in any form.
3. To give children strategies for dealing and managing difficult behaviour from other pupils including bullying.
4. To ensure that everyone in the school community understand what bullying is and what is isn't.
5. To have procedures that are clear, sufficiently detailed and relevant to tackling effectively bullying behaviour.

What Is Bullying?

Bond Primary school has adopted the following collaborative definition of bullying and we wish to be effective in reducing bullying to the lowest level possible and dealing with any incidents.

There are many definitions of bullying but in all of them it is seen as a wilful, conscious desire to hurt, threaten or frighten someone. Bullying is often repeated over a period of time and it is difficult for those being bullied to defend themselves. Bullying can be physical, verbal and/or cyber in nature. Physical assault to varying degrees of severity is distressing but verbal abuse is also painful. Name calling, teasing and taunting are emotionally bruising and can include both racial and sexual harassment. Bullying can also be indirect, for example spreading nasty stories about someone, exclusion from a group, being made the subject of malicious rumours. Any form of bullying, including racial, homophobic and transgender are dealt with very seriously by the school.



Bullying is not:

It is important to understand that bullying is not the odd occasion of falling out with friends, name calling, arguments or when the occasional trick or joke is played on someone. It is bullying if it is done several times on purpose (STOP). Children 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 children's development to learn how to deal with friendship breakdowns, the odd name calling or childish prank. We all have to learn how to deal with these situations and develop social skills to repair relationships.

Entitlement

All pupils are entitled to be protected from bullying by the aims and procedures outlined in this and other school policies.

Links With Other Policies

This policy should be read with specific reference to the general aims of the school and the policies on:

- Teaching and Learning
- Special Educational Needs
- Equal Opportunities, Health & Safety
- Racial Equality
- SMSC
- E-Safety
- Behaviour

A child friendly Anti-Bullying Policy has been given to every child and member of staff and is displayed in every classroom and easily accessible on the school website.

All staff are responsible for the implementation of this policy. They must intervene and report incidents of potential bullying to either the Head Teacher or Deputy Head. All adults are responsible for implementing our procedures for dealing with bullying where required.

Procedure - as outlined in the Child Friendly Anti-Bullying Policy

- The adult you tell will investigate and record 'first time incidents'
- Appropriate action will be taken quickly to end the bullying behaviour or threats of bullying.
- Staff will reinforce to the bully that their behaviour is unacceptable.
- The bully (bullies) may be asked to genuinely apologise. Other consequences may take place and appropriate sanctions applied (see next section).
- If possible, the pupils will be reconciled.
- An attempt will be made, and support given, to help the bully (bullies) understand and change his/her/their behaviour.



- In cases of serious bullying, the incidents will be recorded by staff on the standard Incident Report Sheet.
- In serious cases parents will be informed and will be invited to come into school for a meeting to discuss the problem.
- After the incident has been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
- Where incidents are proven all parents will be informed and asked to support any action taken by the school.
- Bullying incidents will be discussed regularly at staff meetings.
- The Headteacher reports termly to Governors on incidents of bullying, should they occur.
- If necessary and appropriate, the Child Protection Officer in school, Social Services or police will be consulted.

GUIDELINES FOR IMPLEMENTING THE ANTI-BULLYING POLICY

We need to tackle all incidents of bullying or suspected bullying. We have to show zero tolerance to all behaviour that devalues, denigrates or harms another child and lowers their self-esteem. The following are the range of strategies that we will employ separately and together.

Staff should:

- Speak to all children involved victim, bully and any other pupils, to get a clear picture of what took place -log facts and not opinions.
- Identify the degree of intent of the 'bully'. Was it intended to be malicious or was it the ignorance of a young child?
- Meet with the Head Teacher, Deputy Head or Assistant Head, to discuss the next steps. Other staff may be involved depending on their knowledge of the children.
- Usually meet separately with the victim and bully reassuring the victim that she/he is safe and explain to the bully that bullying will not be tolerated.
- Explain that all staff who need to know will be made aware of the situation.
- Meet with the parents of the victim/bully and explain all your actions. Arrange another meeting to review the situation.
- Check regularly with the victim. Counsel the child as to how she/he can deal with such situations should they arise again. This would mean giving the child strategies to enable them to deal better with bullying situations. (This would also be part of the PSHE / SEAL programme.)
- Meet with friends of the victim and encourage them to report any incidents.
- Consequences for the bully would include the full range of sanctions detailed in the behaviour policy.
- Record any incidents and any action taken and monitor behaviour.



Parents should:

- Be encouraged to listen to their child and to remain calm.
- Make an appointment to see the class teacher to share their concerns.
- Give the Class Teacher the facts.
- Reassure their child that the school will deal with the bullying and that she/he does not need to fight back.

Children should:

- Tell a member of staff if she/he feels they are being bullied.
- Be encouraged to stay with a group of friends.
- Talk to their parents.
- Tell an adult when anything else happens or when it improves.

Tackling bullying is a whole school issue and as such is addressed by all staff who need to be vigilant to its possibility in the children's behaviour.

- It must also be tackled in class, directly where appropriate, but also as part of our PSHE curriculum in 'Circle Time' where issues of relationships and feelings can be sensitively and positively tackled.
- It is tackled in assembly where clear statements are made to all children as to what is acceptable and what is not acceptable behaviour. This will include examples of incidents that have occurred and how children should have behaved.
- Assembly is an opportunity to give children models of good behaviour and to talk to them about how they should behave in various circumstances.
- Each class should have a worry box in each class so that pupils can easily let us know their concerns.
- We must monitor toilet areas at playtimes and at the start and end of each day.
- We must monitor the playground closely at playtimes, walking around, keeping an eye on those out of sight places.
- We must observe bullies/victims in the playground, around school and in class.

Cyber Bullying

Cyber bullying is the use of technology to harass, threaten, embarrass, or target another person. In order to prevent this from occurring, all staff must ensure the following rules are adhered to by children, as well as those outlined in the E-Safety

Policy:

- Mobile phones are not allowed in school unless the Head Teacher has given the child permission. Permission will usually be granted by the Head Teacher to Year 5&6 children who travel to school on their own.
- If permission is granted, children must:
- Switch it off as soon as you are on school grounds
- Hand it in to the office or Class Teacher first thing in the morning



- Children are only allowed access to the internet if an adult is supervising.

Racist Bullying

Racist bullying is hostile or offensive action against people because of their skin colour, cultural or religious background or ethnic origin.

It can include:

- physical, verbal or emotional bullying
- insulting or degrading comments, name calling, gestures, taunts, insults or 'jokes'
- offensive graffiti
- humiliating, excluding, tormenting, ridiculing or threatening
- making fun of the customs, music, accent or dress of anyone from a different culture
- refusal to work with or co-operate with others because they are from a different culture

Any racial incidents are to be reported to the Head Teacher straight away.

Homophobic Bullying

Homophobic bullying is any hostile or offensive action against lesbians, gay males, bisexual or transgender people, or those perceived to be lesbian, gay, bisexual or transgender.

These actions might be:

- Verbal, physical, or emotional (social exclusion) harassment, insulting or degrading comments, name calling, gestures, taunts, insults or 'jokes'.
- Offensive graffiti.
- Humiliating, excluding, tormenting, ridiculing or threatening refusing to work or co-operate with others because of their sexual orientation or identity.

Children in KS1 are to be taught that some people have two mummies or two daddies and in KS2 pupils will learn the definition of terms such as 'gay', 'lesbian', 'bisexual' and 'transgender' - stressing that these people exist in our society, as do heterosexual people and single parents. The word 'gay', if used incorrectly, can be as offensive to a gay person as the 'N' word to a black person.

Procedure if homophobic language is used in the classroom:

- Tell pupil homophobic language is not acceptable at this school because it is offensive.
- If it continues, explain in more detail the effect that homophobia and homophobic language has on people, and that like racist language, homophobic language will not be tolerated.
- If it continues, remove pupil from the classroom and talk to them in more detail about his/her behaviour and why it is offensive.
- If it continues, pupil to be sent to the Headteacher or Deputy Headteacher.



- If it still continues, parents of the child to be invited in to the school to discuss the attitude of the pupil. Make it very clear that homophobic language or bullying is not acceptable at this school.

Bullying thrives on secrecy so we do rely on everyone, children, staff, parents and governors to tell the appropriate person of any incidents of bullying that they are directly aware of or have heard of. Vigilance in this will ensure that bullying at Bond Primary School never becomes more than isolated incidents that are quickly and effectively dealt with.

Sanctions

Bullying will be treated as a high level behaviour and dealt with in this way as stated in the Behaviour Policy.

- Fixed term exclusion
- Permanent exclusion

Evaluation

This policy will be reviewed every year. Responsibility for monitoring this policy is undertaken by the Senior Leadership Team, Headteacher, Governors and all staff.

All members of the school community should be able to contribute to the evaluation of this policy and feel free to comment on its effectiveness.

Strategies for the prevention and reduction of bullying

Whole school initiatives and proactive teaching strategies will be used throughout the school to develop a positive learning environment with the aim of reducing the opportunities for bullying to occur.

- Involving the whole school community in writing and reviewing the policy
- Undertaking regular questionnaires and surveys to monitor the extent of bullying in the school and the effectiveness of the Anti-Bullying Policy
- Producing a 'child speak' version of the policy for the children
- Each class agreeing on their own set of class rules
- Making national anti-bullying week a high profile event each year
- Awareness-raising through regular anti-bullying assemblies
- Personal, Health and Social Education (PHSE) scheme of work from Reception to Year 6 used to support this policy
- Circle time on bullying issues
- Setting up of a circle of friends support network where a small group of children volunteer to help and support an individual experiencing difficulties
- Children writing stories and poems and drawing pictures about bullying
- Children being read stories about bullying
- Using drama activities and role-plays to help children be more assertive and teach them strategies to help them deal with bullying situations
- Prominently displaying anti-bullying posters produced by the children around the school
- Introducing playground improvements and initiatives
- Training Year 6 pupils to be Peer Mediators



- Using praise and rewards to reinforce good behaviour
- Encouraging the whole school community to model appropriate behaviour towards one another
- Organising regular anti-bullying training for all staff



Sources of further information, support and help - There is a vast amount of information and guidance available about bullying that can provide a wide range of support and help. The following list is just a small selection of the support available that teachers, parents and children have found useful.

Name of organisation	Telephone number	Website
Act Against Bullying	0845 230 2560	www.actagainstbullying.com
Advisory Centre for Education (ACE)	0207 704 3370	www.ace-ed.org.uk
Anti-bully	not available	www.antibully.org.uk
Anti-Bullying Alliance (ABA)	0207 843 1901	www.anti-bullyingalliance.org.uk
Anti-bullying Network	0131 651 6103	www.antibullying.net
Beatbullying	0845 338 5060	www.beatbullying.org.uk
Bully Free Zone	01204 454 958	www.bullyfreezone.co.uk
Bullying Online	020 7378 1446	www.bullying.co.uk
BBC	not available	www.bbc.co.uk
Childline	0800 1111 (helpline for children) 020 7730 3300 (general enquiry number)	www.childline.org.uk
Kidscape	08451 205 204 (helpline for adults only)	www.kidscape.org.uk www.beyondbullying.com
NSPCC	0207 825 2500	www.nspcc.org.uk
Parentline Plus	0808 800 2222	www.parentlineplus.org.uk
The Children's Legal Centre	0800 783 2187	www.childrenslegalcentre.com
The Office of the Children's Commissioner	0844 800 9113	www.childrenscommissioner.org.uk



UK Government
Website

not available

www.direct.gov.uk

The Rainbow project
(Jemma Irwin)

02890319030

jemma@rainbow-project.org