

## Uplands Primary School Policy on Anti-Bullying



**Date agreed by Governors: February 2024**

**Date to be reviewed by Governors: February 2027**

All pupils have a right to come to school and feel safe, valued, protected and treated with dignity and respect. At Uplands we put the safeguarding of our pupils at the heart of all we do. We are committed to providing a supportive, caring and safe environment in which all children are free from the fear of being bullied. We recognise our duty of care towards all our pupils and follow guidance given in Keeping Children Safe in Education.

As a school we take bullying and its impact seriously. Bullying of any form is not tolerated in our school, whether carried out by a child or an adult. Staff, children and parents or carers will be made aware of the school's position on bullying. **Bullying behaviour is unacceptable in any form.** The school has high expectations of outstanding behaviour and we consistently challenge any behaviour that falls below this.

At Uplands we provide a safe, secure, caring and telling environment for everyone by:

- Identifying and responding to bullying concerns in a consistent and supportive way.
- Promoting respect, self esteem and confidence- bullying is never the victim's fault.
- Giving opportunities for children to express their feelings about the way they are treated by others.
- Promoting positive behaviour and supporting children to learn new behaviours.
- Providing training for staff.
- Ensuring our safeguarding policies are adhered to and that all pupils are kept safe from harm and radicalisation.

### Definition

We recognise that many children and young people will experience conflict in their relationships with other children and young people and as a school we are committed to developing empathy and the skills to manage relationships in a peaceful way that does not harm others. At Uplands Primary School, our definition of bullying is:

**“The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online”**



*As a school, we use the above definition for bullying taken from the Anti-Bullying Alliance.*

## Types of Bullying:

- **Verbally** if a person is verbally threatened, intimidated or isolated through repeated hurtful name calling, fault finding, criticism, sarcasm, teasing or rumour spreading.
- **Physically** if a person is repeatedly hurt physically by pushing, kicking, punching or other violent gestures.
- **Emotionally** if a person is hurt emotionally and is made to feel isolated by repeated unfriendly tormenting gestures, humiliated, excluded from a group, being singled out and treated differently.
- **Racially** if a person is hurt by repeated racial taunts and gestures.
- **Sexually** if a person is hurt by sexually abusive comments and unwanted physical contact.
- **Online** bullying is the misuse of mobiles, e- mails, social media sites or internet forums resulting in distress to the victim. Online bullying can take the form of sending aggressive, hurtful messages to the target, creating false profiles, starting false unkind rumours on line, posting photos without permission or posting unkind/false comments.
- **Homophobic** – bullying because of sexuality or perceived sexuality
- **Transphobic** – bullying because of gender identity or perceived gender identity.

Most children will, at some, point quarrel with others. This is part of growing up and it is up to everyone here at Uplands to help children understand the differences between bullying and friendship difficulties. We do this through our planned schemes of work, PDL lessons, thoughtful classroom management, assemblies, RE lessons and regular reinforcement of our school behaviour policy and class charters.

## Prevention & strategies to reinforce our Uplands' Policy on Anti-bullying

We foster a clear understanding that bullying, in any form, is unacceptable. We believe that preventing bullying is the responsibility of our whole school community and when there are incidents of bullying we will work together to deal with the situation and to learn from what has happened. We will ensure we teach pupils about bullying, how to recognise it and how to stop it.

In our school we do this by:

- Annual anti- bullying week and online safety day each year.
- Building a positive ethos based on respecting and celebrating all types of difference in our school
- Using PDL lessons to ensure children understand the differences between low level conflict situations and bullying. Children are taught some strategies regarding how to deal with low level issues and what to do in different situations including situations of online bullying.
- Children participate in role play work in class as part of PDL.
- Making use of curriculum opportunities to raise pupil awareness. For example through assemblies, RE, cross curricular themes, drama, story writing and literature.
- Creating a safe and happy environment with consequent positive relationships that have a positive impact on learning and achievement – this whole school behaviour system is reinforced by all members of staff.
- Good quality role models for children to learn from.
- Adult modelling of appropriate response to a wide range of scenarios.

- Children & parents have a good knowledge of the procedures/policy.
- Children having a clear understanding of their rights & responsibilities.
- E-safety/acceptable use frequently discussed and taught.
- Children attend a Hampshire Anti-Bullying conference each year and work with our Child and Family Support Worker to raise awareness across the school.
- Additional support to ensure the safety of the target of any bullying, take rapid actions (see below) to prevent the bullying from happening again. This will be followed up with whole school learning through reflections on what we have learnt.
- Ensuring our playground staff and lunch time supervisory staff are well trained in promoting positive play during break times and lunch times.
- Liase with our Designated Safeguarding Leads if staff have any safeguarding concerns.

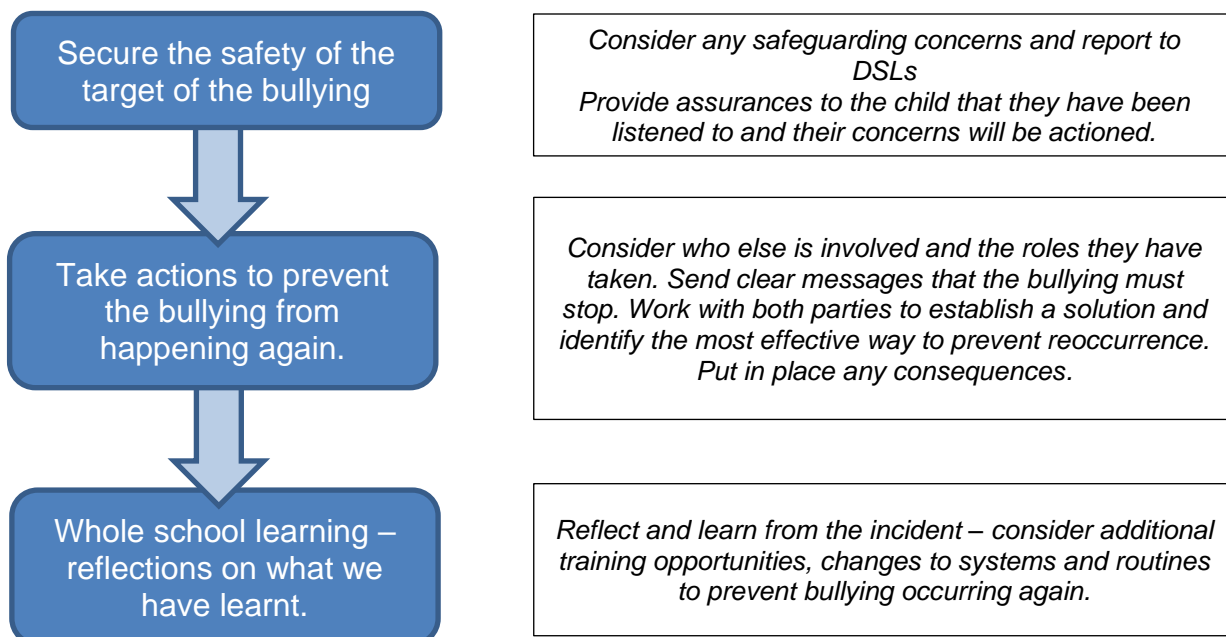
### Reporting bullying

In our school pupils are encouraged to talk to staff when they are unhappy or have concerns. Pupils in our school understand that they have a right to feel and be safe and a responsibility to support others to feel and be safe. Pupils are encouraged to report bullying to:

- A trusted adult
- Their class teacher/TA
- Our Child and Family Support worker

We use a ‘worry box’ system where children can report their concerns if they do not feel confident speaking to an adult. Children are taught that it is important to talk to a trusted adult if bullying is taking place outside of school. Parents are also encouraged to report concerns and bullying to named individuals. This is normally the class teacher or our child and family support worker. When pupils report their concerns our staff are trained to LISTEN and to BELIEVE. We involve children as far as possible in finding solutions.

### Responding to allegations of bullying



We monitor and review all bullying incidents to determine any patterns or trends that may require further action. On a regular basis we give pupils the opportunity to feedback on how safe and happy they feel at school, we do this through pupil conferencing, questionnaires, assemblies and School Council meetings.

If bullying is suspected we will use some of the strategies listed here which are:

- Talk to the suspected victim and any witnesses individually.
- Identify the suspected perpetrator and talk about what has happened, to discover why they became involved. Make it clear that bullying is not tolerated.
- Keep a log of incidents if there are concerns raised on CPOMs – including a record of pupil voice.
- If bullying has occurred then the sanction procedures outlined in the Behaviour Policy will be followed. This will be a red level sanction.
- Involve all parties together to discuss the issues if agreed by all parties.
- Allow children time to sort things out if we feel this would be appropriate.
- Support & empower children to resolve the conflict & understand their role in the issues.
- Inform parents on both sides.
- Follow up with further discussions with individuals as and when appropriate.
- When necessary support children individually or together.
- If the incidents persist and are causing a health and safety issue then the Head Teacher could as a last resort instigate exclusion procedures (see Behaviour Policy)

**At Uplands we support the victims of bullying through a variety of methods such as:**

- ELSA support and regular checks on the child's well-being.
- A home school link chart or book.
- Identifying a member of staff that children can talk to confidentially about bullying matters and appoint one person to co-ordinate any bullying issues.
- Continue to provide a worry box that children may slip a note into, which will be checked weekly by the nominated staff member.
- Ensure all areas of the school are supervised, with particular monitoring where previous incidences might have occurred.
- Make visitors and new members of our school community aware of this anti-bullying policy and strategies used, through visitor guidelines and in the induction of new staff.
- Helpful phone numbers and or website addresses.

The emphasis is always on a caring, listening approach, as the perpetrators of bullying are often victims themselves. The focus will always be on addressing the bullying behaviours and not on labelling the child as a bully.

**Vulnerable pupils**

Groups of pupils are more vulnerable to bullying and we will ensure that all staff are aware of our vulnerable pupils. We will ensure that these pupils are listened to and that they know who to speak to if they have a concern. Staff will report any concerns about

these pupils to the Headteacher immediately.

### **Safeguarding and child on child abuse.**

If there are any safeguarding concerns raised when dealing with a bullying issue, then these concerns will be reported immediately to the DSL and recorded on CPOMs. The DSL will then follow our child protection procedures as outlined in our child protection policy.

If investigation shows that child on child abuse is occurring, then staff will report this immediately to the DSL. The DSL will then follow our procedures for child on child abuse as outlined in our child protection policy.

Should we feel that a child has been victim of a hate crime motivated by prejudice then we will always refer the incident to the DSL.

## **Roles and Responsibilities:**

### **The role of Governors:**

- The Governing Body supports the Headteacher in all attempts to eliminate bullying from our school. The Governing Body will not condone any bullying at all in our school and any incidents of bullying that do occur will be taken very seriously, and dealt with appropriately.
- The Governing Body monitors incidents of bullying that do occur, and reviews the effectiveness of this policy regularly. The Governors require the Headteacher to keep accurate records of all incidents of bullying and to report to the governors about the effectiveness of school's anti-bullying policy.
- The Governing Body may be involved in dealing with any complaints regarding bullying if parents decide to follow the further complaints procedure.

### **The role of the Headteacher:**

- It is the responsibility of the Headteacher to implement the school Anti-bullying Policy, and to ensure that all staff (both teaching and non-teaching) are aware of the school policy, and know how to identify and deal with incidents of bullying.
- The Headteacher reports to the Governing Body about the effectiveness of the anti-bullying policy on request.
- The Headteacher ensures that all children know that bullying is unacceptable behaviour.
- The Headteacher ensures that all staff, including lunchtime supervisors, have received sufficient training to be equipped to identify and refer on all incidents of bullying.
- The Headteacher leads the school in making our vision a reality, where all members of the learning community nurture, value, respect and care for each other.

### **The role of all staff:**

- All forms of bullying are taken seriously, and proactive measures are taken to prevent it from taking place.
- All adults must deal with situations quickly
- All adults to follow up what they have said e.g. keeping an eye, follow-up discussion etc.
- Staff are responsible for recording all incidents of bullying that happen in their class and to be aware of any incidences in the school. Any incidents or concerns will be recorded on CPOMs.
- If a child is being bullied or is bullying others, staff will inform the Headteacher.
- When any bullying taking place between members of a class, staff will deal with the issue immediately, in accordance with school procedures including counselling and support for both the victim and perpetrator of the bullying.

- All members of staff attend training, which equips them to identify bullying and to follow school policy and procedures with regard to behaviour management.
- A range of methods are used to help prevent bullying and to establish a climate of trust and respect for all.
- Each term or when incidents occur, Classteachers will discuss bullying and re-enforce the strategies that children can take to prevent bullying or how to ask for help.
- Respect confidentiality.

### **The role of parents:**

Parents have responsibility to:

- Look out for unusual behaviour in their children – for example, they may suddenly not wish to attend school, feel ill regularly, or not complete work to their usual standard.
- Always take an active role in their child's education. Enquire how their day has gone, who they have spent their time with, etc.
- Inform the school immediately if they feel their child may be a victim of bullying behaviour.
- Work with the school directly to solve any issues.
- Inform school immediately providing as much information as possible.
- Advise their child not to fight back. It can make matters worse!
- Tell their child that it is not their fault that they are being bullied.
- Reinforce the school's policy concerning bullying and make sure their child is not afraid to ask for help.
- Discuss the issues if they know their child is involved in bullying, and inform the school. The matter will be dealt with appropriately. Incidents are confidential, and should not be discussed with other parents on the playground.
- Support the school's anti-bullying policy, actively encouraging their child to be a positive member of the school. Co-operating with school to bring an end to the bullying incident. What families say about school at home can have a significant impact on children's attitudes to school and learning in a negative or a positive way.

### **The role of children**

Some of the strategies we will teach the children are:

- Tell an adult you trust straight away. You will get immediate support. Adults will take you seriously and will deal with the bullies in a way which will end the bullying and will not make things worse for you.
- Remember that silence is the bully's greatest weapon.
- Tell yourself that you do not deserve to be bullied and that it is wrong.
- Be proud of who you are. It is good to be individual.

- Try not to show that you are upset or scared. It is hard, but a bully thrives on someone's fear.
- Stay with a group of friends/people. There is safety in numbers.
- Be strong inside – say “**No!**” Walk confidently away. Go straight to a member of staff.
- If you are getting emails, texts or messages that make you feel uncomfortable, please save them and show them to an adult. Do **not** respond to them.
- Fighting back may make things worse – don't do it.
- Make notes about what is happening with dates, times and witnesses.

### **What do you do if you know someone is being bullied?**

- Tell! Watching and doing nothing looks as if you are on the side of the bully. It makes the victim feel more unhappy and on their own.
- Inform an adult immediately. Staff will deal with the bully without getting you into trouble.
- Do **not** take direct action yourself. Make notes about the incident.

## Monitoring and review

This policy is monitored on a day-to-day basis by all staff. The Headteacher reports to governors on request about the effectiveness of the policy. This anti-bullying policy is the schools' responsibility and it is reviewed every three years. The School will analyse information for patterns of people, places or groups. They look out in particular for racist bullying, or bullying directed at children with disabilities or special educational needs.

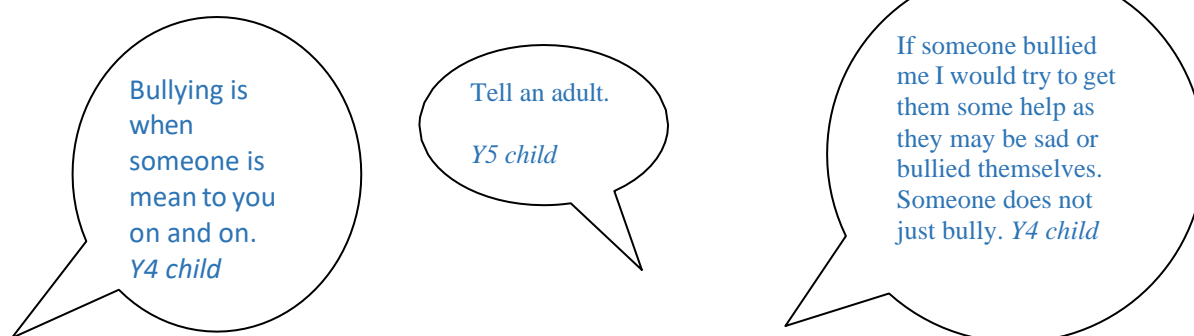
## Complaints

If parents are not happy with the way the school has handled a situation then they should contact the Headteacher in the first instance. This can be done through phoning or e-mailing the office. If the matter is still unresolved then a copy of our further complaints policy can be found on our website.

## Further advice

There are plenty of websites available to seek further advice and guidance about bullying and how to deal with it. Some websites and contact numbers that may be useful are:

- NSPCC [www.nspcc.org.uk](http://www.nspcc.org.uk) 08001111
- Childline [www.childline.org.uk](http://www.childline.org.uk) 08001111 (child) 08088005000 (adult)
- National Bullying Helpline [www.nationalbullyinghelpline.co.uk](http://www.nationalbullyinghelpline.co.uk) 08452255787
- Young Minds [www.youngminds.org.uk](http://www.youngminds.org.uk) 0808 802 5544



This policy should be read in conjunction with other policies on our website.