



NIGHTINGALE PRIMARY SCHOOL

ANTI-BULLYING POLICY

Statement of Intent

We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a calm, purposeful and secure atmosphere. Bullying of any kind is unacceptable at our school. 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 the staff.

We believe that all members of our school community have the right to feel happy, safe and included. We treat all our pupils and their parents fairly and with consideration and we ask them to do the same towards each other, staff and the school.

What Is Bullying?

Bullying is repeated behaviour which is intended to hurt someone either emotionally or physically. When we talk to the children about this we refer to STOP - **Several Times On Purpose**.

Bullying can be:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical pushing, kicking, hitting, punching or any use of violence
- Racist racial taunts, graffiti, gestures
- Sexual unwanted physical contact or sexually abusive comments
- Homophobic because of, or focussing on the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumours, teasing

- **Cyber** All areas of internet ,such as email & internet chat room misuse
Mobile threats by text messaging & calls
Misuse of associated technology , i.e. camera & video facilities

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

Objectives of this Policy

All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.

- All governors, teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

Procedures

1. Report bullying incidents to staff
2. In cases of serious bullying, the incidents will be recorded by staff
3. In serious cases parents should be informed and will be asked to come in for a meeting to discuss the problem
4. If necessary and appropriate, police will be consulted
5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
6. An attempt will be made to help the bully (bullies) change their behaviour

Signs and Symptoms

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
- doesn't want to go on the school / public bus

- 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 suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is 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 & jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated

Outcomes

- 1) The bully (bullies) will be told clearly that their behaviour is called bullying and that this is wrong. They may be asked to genuinely apologise. Other consequences may take place in line with the school's behaviour policy.
- 2) In serious cases fixed term exclusion will be considered
- 3) If possible, the pupils will be reconciled
- 4) After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Prevention

We will use a variety of methods for helping children to prevent bullying. As and when appropriate, these may include:

- Displaying the school's Anti-Bullying Charter in prominent places around the school
- writing a set of school rules
- signing a behaviour contract
- writing stories or poems or drawing pictures about bullying
- reading stories about bullying or having them read to a class or assembly
- having discussions about bullying and why it matters

Advice for Parents/Carers

Any parent contacting the school with a particular concern will always be taken seriously.

If you suspect that your child is being bullied:

- Report your suspicions to your child's class teacher as soon as possible.
- All suspicions of bullying will immediately be investigated.
- All bullying incidents will be reported to the Headteacher.
- A plan will be put in place to ensure that any bullying is quickly stopped.
- Parents/carers will be informed of the plan and if appropriate asked to come in to discuss the problem.
- The bullying victim(s) will be reassured and counselled throughout the process.
- Support will be given to help the bully (bullies) change his or her behaviour.
- In serious cases, fixed term or even permanent exclusion will be considered.
- Reconciliation between both parties will be sought where appropriate.
- An apology will be sought from bully (bullies) to victim where appropriate.

After any incidences of bullying have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place. Where appropriate, follow up additional general anti-bullying awareness messages will be reinforced in class.

On no account should the parent or carer:

- Attempt to sort the problem out yourself by speaking to the child whom you think may be the bully or by speaking to their parents/carers.
- Encourage their child to be 'a bully' back.

If you are concerned that your child may be bullying:

- Tell your child your concerns and reassure them any issues they may have can be sorted out.
- Explain that bullying, whether it is physical or verbal, causes pain to others. Let your child know that name-calling, teasing, hitting, pushing, starting or spreading rumours are wrong and not acceptable behaviour.
- Let your child know that you will help them to change the behaviour and correct the situation.
- Discuss with them what they think needs to happen for any bullying to stop and specifically what they need to do.
- Because they may not know any better, young children especially need to be told that hurting another child in any way is not acceptable.
- After you have thoroughly discussed the matter with your child, arrange to meet with their teacher to discuss your concerns.
- Listen to the teacher's perspective and advice without being judgmental.
- Let the teacher know that you are willing to work with the school to help stop your child from bullying. It's important to tell the teacher if there are any family problems that you might be experiencing.
- Additional counselling may be needed for your child. It will help them learn to behave differently, accept responsibility for their actions and teach them how to develop guilt, as well as learn how to form cohesive relationships.

If you feel that any issues have not been resolved satisfactorily parents/carers should raise their concerns directly to the Headteacher.

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