



# Clinton Primary School

## Anti- Bullying Policy

February 2008

**CLINTON PRIMARY SCHOOL  
ANTI BULLYING POLICY  
(TO BE READ IN CONJUNCTION WITH THE BEHAVIOUR POLICY)**

## **Aim**

The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied, and that staff are free from fear of bullying by pupils.

Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at schools.

Throughout this policy the term 'parent' is used to mean a pupil's parent, carer or guardian.

## **Statutory duties of schools**

Head teachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils. Under the Education Inspections Bill 2006 the duties are extended to include preventing/responding to bullying that happens outside school, where it is reasonable to do so. Schools also have a duty to 'safeguard and promote the welfare of pupils' (Education Act 2002) and to ensure that children and young people are safe from bullying and discrimination (Children Act 2004). Government guidance advises that the policy should also address the bullying of staff by pupils ('Safe to learn' DCSF 2007).

## **Scope of this policy and links to other policies**

This policy includes:

- bullying of pupils by pupils within school;
- bullying of and/or by pupils outside of school, where the school is aware of it;
- bullying of staff by pupils within or outside school.

Allegations about bullying of pupils by staff will be dealt with under the school's Safeguarding Policy.

This policy has links to the following school policies and procedures:

- race equality and diversity policy;
- educational inclusion and equality policy;
- behaviour policy;
- acceptable use policy (internet safety);
- safeguarding (child protection) policy;
- complaints procedure.

## Consultation

This policy has been developed in consultation with pupils, parents/carers and school staff.

This included questionnaires and class discussions. It has also been approved by the school council.

## Definition

This school has chosen to adopt Warwickshire Anti-bullying Partnership's definition of bullying:

"If a person's or group of people's behaviour, over a period of time, leaves someone feeling one or more of the following:

- physically and/or mentally hurt or worried
- unsafe and/or frightened
- unable to do well and achieve
- 'badly different', alone, unimportant and/or unvalued
- Unable to see a happy and exciting future for yourself

...it **could** be bullying. When a person, or group of people, has been made aware of the effects of their behaviour on another person, and they continue to behave in the same manner, this **is** bullying.

If someone is made to feel like this, or if they think someone they knows feels like this, it should be investigated. This should happen straight away as it can take a long time to build up the courage to tell.

However, lots of things can make people feel bad. Sometimes it depends on the situation we are in, and it is not always bullying – so we think the following definition, adapted from one written by the Anti-bullying Alliance, is also useful:

Bullying is any behaviour by an individual or group that:

- is meant to hurt – the person or people doing the bullying know what they are doing and mean to do it;
- happens more than once – there will be a pattern of behaviour, not just a 'one-off' incident;
- involves an imbalance of power – the person being bullied will usually find it very hard to defend themselves.

It can be:

- physical, e.g. kicking, hitting, taking and damaging belongings
- verbal, e.g. name calling, taunting, threats, offensive remarks
- relational, e.g. spreading nasty stories, gossiping, excluding from social groups
- cyber, e.g. texts, e-mails, picture/video clip bullying, Instant Messaging (IM)

**Where individuals or groups bully different people, this will be seen as a pattern of bullying behaviour and treated as such.”**

*Warwickshire’s Anti-bullying Partnership 2007*

This school recognises that bullying that is motivated by prejudice is a particular concern, for example racist, sexist and homophobic bullying and bullying related to perceptions about disability and/or special educational needs.

All staff will be provided with appropriate training in equality and diversity, so that they are equipped to tackle these issues on a wider scale as well as in relation to bullying.

Further details of our commitment to this can be found in our Race Equality and Educational Policy.

## **Identifying and reporting concerns about bullying**

All concerns about bullying will be taken seriously and investigated thoroughly. Pupils who are being bullied may not report it. However, there may be changes in their behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Teaching and ancillary staff will be alert to the signs of bullying and act promptly and firmly against it in accordance with this policy.

Pupils who are bullying others also need support to help them understand and change their behaviour.

Pupils who are aware of bullying ('bystanders') can be a powerful force in helping to address it and will be encouraged to do so in a safe way.

All pupils will be encouraged to report bullying by

- talking to a member of staff of their choice
- completing a 'bullying concern' form and placing it in the box at reception
- contacting local and national support agencies for advice/support

Staff who are being bullied will be encouraged to report it to a colleague of their choice.

Parents will be encouraged to report concerns about bullying and to support the school in tackling it. Trying to resolve bullying directly with pupils or their families can lead to problems escalating.

## **Responding to reports about bullying**

### **School**

The school will take the following steps when dealing with concerns about bullying:

- if bullying is suspected or reported, it will be dealt with immediately by the member of staff who has been made aware of it, in consultation with the Head;

- a clear account of the concern will be recorded and given to the head teacher;
- the head teacher will interview everyone involved and keep a detailed record. (See attached sheet) This will be held in line with the school's data protection policy/practice;
- parents and other relevant adults will be kept informed;
- where bullying occurs outside school, any other relevant schools or agencies will be informed about the concerns and any actions taken;
- punitive measures will be used as appropriate and in consultation with all parties involved.

## **Pupils and staff**

Pupils and staff who have been bullied will be supported by:

- offering an immediate opportunity to discuss the experience with a member of staff of their choice;
- providing reassurance that the bullying will be addressed;
- offering continuous support;
- restoring self-esteem and confidence;
- the use of specialist interventions and/or referrals to other agencies e.g. educational psychology, where appropriate.

Pupils who have bullied will be helped by:

- discussing what happened;
- discovering why the pupil became involved;
- establishing the wrong doing and need to change;
- informing parents to help change the attitude of the pupil;
- the use of specialist interventions and/or referrals to other agencies where appropriate.

The following disciplinary steps can be taken:

- official warnings to cease offending;
- exclusion from certain areas of school premises;
- confiscation of mobile phones, in line with our Acceptable Use (internet safety) policy;
- minor fixed-term exclusion;
- major fixed-term exclusion;
- permanent exclusion.

## **Parents**

Most concerns about bullying will be resolved through discussion between home and school. However, where a parent feels their concerns have not been resolved, they are encouraged to use the formal Complaints Procedure. Where a pupil is involved in bullying others outside school, e.g. in the street or through the use of the internet at home, parents will be asked to work with the

school in addressing their child's behaviour, for example restricting/monitoring their use of the internet or mobile phone.

Referral of the family to external support agencies will be made where appropriate.

## **Preventative measures**

The school will try its utmost to eradicate such behaviour through:

- raising awareness of the nature of bullying through inclusion in PSHE and class discussions;
- assemblies, subject areas and informal discussion, as appropriate;
- participating in national and local initiatives such as Anti-bullying Week and the work of Warwickshire's Anti-bullying Partnership;
- seeking to develop links with the wider community that will support inclusive anti-bullying education;
- the use of specific strategies, for example peer mentoring, on a regular basis and implement them if appropriate, subject to available resources.

## **Promotion of this policy**

The policy and methods for reporting bullying concerns will be promoted throughout the school, for example in information packs for new pupils and staff and through regular awareness raising activities with existing pupils and their families.

## **Monitoring, evaluation and review**

The Headteacher will lead on the implementation of the policy and act as the link person with the local authority.

An annual report will be made to the governing body, including statistics about:

- the number of reported concerns;
- monitoring information about the pupils involved;
- motivations for bullying;
- actions taken and outcomes.

Statistical information will be provided to the local authority as required.

The school will review the policy annually, along with the Behaviour Policy and assess its implementation and effectiveness.

**Clinton Primary School**

**Behaviour Record**

**Child's Name:**

<b>Incident:</b>	<b>Pupils involved</b>	<b>Action:</b>	<b>Date</b>
			