

Perryfields Primary School Anti-Bullying Policy

This Policy has been formally adopted by the Governing Board on 27th March 2018.

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1. Affirmation

The school recognises that bullying is a serious issue. We recognise the damage it can cause to the education of the victim, the perpetrator and the pupil body as a whole. We are committed to challenging the assumption that bullying is inevitable and are working towards its complete eradication.

2. Aims

The aim of this policy is to provide a definition of bullying and to establish some basic guidelines for:

- (a) The prevention of bullying;
- (b) The reporting of bullying;
- (c) The recording of incidents of bullying;
- (d) Supporting the victim;
- (e) Supporting the bully;
- (f) Sanctions;
- (g) Communication.

3. Definition

Bullying is repeated action that is intended to cause someone else harm or upset. The school is committed to the complete eradication of bullying. This includes Cyberbullying. This is bullying that takes place over digital devices like cell phones, computers, and tablets. Cyberbullying can occur through SMS, text message, and apps, or online in social media, forums, or gaming where people can view, participate in, or share content. In order to do this the school will:

- (a) Have an Anti-Bullying Week every year to promote the school's bullying policy;
- (b) Deliver anti-bullying lessons in PHSE and other relevant subject areas;
- (c) Deliver training to staff on the Anti-Bullying Policy and other associated issues;
- (d) Have Anti-Bullying posters displayed around the school promoting the reporting of bullying;
- (e) Ensure that all parents have a copy of the Anti-Bullying Policy sent to them;
- (f) Translate the Anti-Bullying Policy into relevant languages upon request

4. Reporting

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The school is committed to removing the culture of secrecy from bullying. We recognise that many young people will be put off reporting bullying because they fear that it will make matters worse.

In order to promote the reporting of bullying the school will:

- (a) Carry out in class surveys on bullying at least once a term, allowing students to disclose if they are being bullied anonymously;
- (b) Provide training to staff in how to deal with a disclosure about bullying;
- (c) Deal with each disclosure about bullying sensitively and with a guarantee about anonymity if this is requested.

In order to ensure the accuracy of reporting written testimony will be taken from the victim, the perpetrator and any witnesses. These will be treated sensitively and kept confidential.

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5. Recording

In order to monitor the frequency with which incidents of bullying take place the school will record each incident of bullying centrally on a database using 'My Concerns.' The following information will be recorded:

- a. The student's name;
- b. Their class;
- c. Whether or not they wish to remain anonymous;
- d. Brief details about the alleged incident;
- e. Who dealt with it;
- f. What action was taken;
- g. Whether the victim was satisfied with the school's response to the incident.

The School recognises how traumatic being the victim of bullying can be. We are committed to providing each victim with the support they need to continue with their education in an environment free from the fear of bullying. In order to do this the school will:

6. Victim Support

- a. Arrange a letter of apology from the perpetrator of the bullying;
- b. Discuss with the student what support they feel that they need;
- c. Discuss with the parent/s what support they feel their child/young person needs;
- d. Make referrals to external agencies if necessary;
- e. Offer a meeting with the perpetrator of the bullying.

7. Support for the Bully

The school recognises that bullying can damage the education of the perpetrator as well as the victim. Students that bully will be offered a range of support. This will include one or more of the following:

- a. Supervised break times;
- b. An Individual Behaviour Action Plan;
- c. A Pastoral Support Programme;
- d. A referral to the school's Learning Support Unit;
- e. A referral to an external agency;
- f. If the bullying has involved actual or attempted extortion, a referral to the school's police officer.

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8. Sanctions

It is important for the victim of bullying, the perpetrator, and the school community as a whole that there are clearly defined consequences for any act of bullying. Each case will be dealt with individually, but the types of sanctions available to the school are:

- a. A period of inclusion within school;
- b. Withdrawal of break times and lunchtimes;
- c. Fixed term exclusion;
- d. Permanent exclusion.

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9. Communication

Whenever an allegation about bullying is made the parents and the class teachers of both victim and perpetrator will be informed. In cases of extortion the school's police officer will be informed.

10. The Role of the Governors

The Governing Board supports the Head Teacher in all attempts to eliminate bullying from our school. Any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

The Governing Board monitors the incidents of bullying that occur, and reviews the effectiveness of the school policy regularly. The Governors require the Head Teacher to keep accurate records of all incidents of bullying.

The Governing Board will respond within ten days to any written request from a parent to investigate incidents of bullying. In all cases, they notify the Head Teacher to request an investigation into the case, which is then reported back to the Chair of the Governing Board.

11. The Role of the Head Teacher

It is the responsibility of the Head Teacher to implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of this policy and know how to deal with incidents of bullying. The promotion of Anti-Bullying Week is upheld through assemblies and Circle Time.

The Head Teacher ensures that all children know that bullying is unacceptable behaviour in this school. The Head Teacher draws the attention of children to this fact at suitable moments.

The Head Teacher ensures that all staff receive sufficient support to be equipped to deal with all incidents of bullying and all staff are aware of the procedures to be followed in the case of an incident.

The Head Teacher sets the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour. If the Head Teacher or Deputy Head Teacher is informed of any incident it will be dealt with promptly and parents of victim and perpetrator informed and invited into school to discuss the matter.

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12. The Role of the Teacher

Teachers in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place. Any incidents are reported to the Head Teacher or Deputy Head Teacher and an incident/behaviour log completed. If teachers witness an act of bullying, they will do all they can to support the child who is being bullied and also the perpetrator to manage their behaviour.

If, as teachers, we become aware of any bullying taking place between members of a class, we deal with the issue immediately and inform senior staff.

All teachers and support staff will have support and guidance, which enables them to deal effectively with incidents of bullying and behaviour management as part of their professional development.

Teachers will attempt to support all children in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.

Through PHSE, Circle Time and Anti-bullying Week, teachers will provide opportunities to discuss strategies on how to deal with incidents of bullying and to provide a supportive climate in which to discuss pupil concerns.

13. The Role of the Pupil

Through the curriculum and through other activities e.g. assemblies, pupils will be made aware of what constitutes bullying.

Pupils will be taught what to do if they witness, suspect or personally experience any form of bullying. All pupils are required to report any aspects of bullying to a member of staff or School Council.

As part of PHSE pupils will be encouraged to empathise with one another.

A problem box will be provided.

School Councillors, Peer Mentors, Playground Pals and Behaviour Champions will be active in promoting the anti-bullying message throughout the school and offer support wherever necessary.

14. The Role of the Parents

Parents who are concerned that their child might be being bullied or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately. Should the matter remain unresolved the

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parent should then discuss the issue with either the Head Teacher or Deputy Head Teacher.

Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school.

15. Monitoring and review

This policy is monitored by the Head Teacher, who reports to the Governors about the effectiveness of the policy.

This anti-bullying policy is the Governors' responsibility and they review its effectiveness every two years. They do this by discussion with the Head Teacher, Deputy Head Teacher and Senior Leadership Team.

This policy is underpinned by the Sandwell Local Authority Anti-Bullying Policy

Policy Last Reviewed: March 2018