

Streatham Wells ANTI-BULLYING POLICY 2020

1. Our approach to bullying and how we tackle bullying behaviour

The ethos of our school fosters high expectations of outstanding behaviour and we will consistently challenge any behaviour that falls below this.

The school aims to provide a supportive, friendly and safe environment for all pupils so that they can learn in a secure and relaxed atmosphere and achieve their academic potential. We celebrate diversity and take bullying and its impact on pupils seriously. Pupils and parents should be assured that known incidents of bullying will be responded to quickly and any pupil who is being bullied will be supported using a range of interventions. Those who use bullying behaviour towards others are disciplined according to our agreed sanctions and may also receive support to alter their behaviour.

The school recognises that learning takes place most effectively when pupils feel valued by their teachers, their peers and their families. We emphasise the personal responsibility of each member of the school community, staff and pupils, for ensuring that relationships between staff and students and between the students themselves are positive and caring.

2. Definition of bullying and those who may be bullied

Bullying is behaviour by an individual or a group, usually repeated over time that intentionally hurts another individual either physically or emotionally. It can take many forms, for instance, cyber-bullying via text messages or the internet, and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation or home circumstances (poverty, because a child is adopted or has carer responsibilities). It might be motivated by actual or perceived differences between children. Stopping violence and ensuring immediate physical safety is our first priority but we respond to all forms of bullying by disciplining and supporting those involved. Bullying can be perpetrated pupil to pupil, staff to pupil, pupil to staff and between other members of the school community

Bullying is an **imbalance of power** between the person (s) who is bullying and the victim and can be:

Emotional being unfriendly, excluding, tormenting (e.g. hiding books, using threatening gestures)

Physical pushing, kicking, biting, hitting, punching or any use of violence

Racial racial taunts, graffiti, gestures

Inappropriate, unwanted sexual contact or sexually abusive comments

Homophobic

Verbal name-calling, sarcasm, spreading rumours, continual teasing (not occasional banter between friends)

Bullying can take place in the classroom, playground, toilets, on the journey to and from school, on residential or day trips and cyberspace. It can take place in group activities and between families in the local community

Streatham Wells ANTI-BULLYING POLICY 2020

3. Cyber bullying/e-bullying has become prevalent during the past few years and we constantly monitor our e-safety policy to ensure all pupils are aware of the ways that technologies can threaten their safety and wellbeing. Our curriculum ensures that pupils learn about appropriate activity, security, access and how we monitor the use of technologies. Parents/carers also need to be active in ensuring that mobile phones and internet at home are secure so your children are similarly safe when using technology at home. This also includes all areas of internet such as email and internet chat, texting, Twitter, Facebook text messaging threats and calls, and misuse of camera and video facilities, Ipad, games consoles.

4. Why it is Important to Respond to Bullying

Everybody has the right to be treated with respect. Bullying hurts and has the potential to damage the mental health of a victim. Bullied children will not achieve educationally if the bullying is not recognised and dealt with quickly and appropriately. Pupils who are bullying need to learn different ways of behaving.

Signs and Symptoms for Parents and Staff

A child may give signs or behave in an unusual way which may indicate 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
- begs to be driven or accompanied to school
- changes their usual routine
- is unwilling to go to school
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens to harm themselves or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do make less effort with school work than previously
- comes home with clothes torn or books damaged
- has possessions which are damaged or " go missing"
- asks for money or starts stealing money
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home hungry (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
- is afraid to use the internet or mobile phone
- is nervous and jumpy when a cyber message is received

Streatham Wells ANTI-BULLYING POLICY 2020

- has lack of eye contact
 - becomes short tempered
 - has a change in attitude to people at home
- gives improbable excuses for any of the above**

5. Involving pupils

We regularly canvas pupils' views on the extent and nature of bullying in the school and ensure that pupils know how to express worries and anxieties about bullying by teaching them the language they need. We involve pupils in anti-bullying campaigns in schools, offer support and strategies to pupils who have been bullied. We ensure all pupils are aware of the range of sanctions which may be applied against those engaging in bullying and work with pupils who have been bullying in order to address the problems they have.

6. Roles and Responsibilities of the whole school community

The Governing Body has legal responsibility for monitoring and reviewing this policy and for having regard to the duty of care towards ensuring adults are not bullied in the workplace. It also has a duty to comply with the Equalities Act, the Education and Inspections Act 2006 and 2011. In certain instances the school will respond to bullying that happens outside the premises, for example when pupils are travelling to and from school, school visits, school clubs and cyber-bullying.

There are **named members of the Governing Body** who lead on safeguarding.

The Headteacher and members of the leadership team support staff to promote positive relationships with all pupils, so they feel safe to learn and are confident that their concerns will be dealt with sensitively and effectively.

The Headteacher and members of the leadership team communicate the policy and practices regularly to the whole school community including how to report bullying and the details of helplines and websites. They ensure that parents / carers know who to contact if they are worried about bullying. They utilise support from the Local Authority and relevant organisations when appropriate. They work with parents and the local community to address issues beyond the school gates that give rise to bullying

There is a named lead member (s) of staff who takes specific responsibility for responding to pupils and parents/carers, monitoring the actions taken to stop the bullying, the support and sanctions given and recording of incidents and outcomes. The named teacher ensures parents/carers know about our complaints procedure and how to use it effectively and know where to access independent advice about bullying.

All members of staff are aware of this policy and implement it accordingly. Our school staff are trained to remain vigilant about bullying behaviours and approach this in the same way as any other category of safeguarding; they do

Streatham Wells ANTI-BULLYING POLICY 2020

not need to wait to be told before they raise concerns or deal directly with the matter. Children may not be aware that they are being bullied; because they may be too young or have a level of Special Educational Needs which means that they may be unable to realise what others may be doing to them.

Staff are also trained to be aware of those children who may be vulnerable pupils; those coming from troubled families, or those responding to emotional problems or mental health issues which may bring about a propensity to be unkind to others, or may make them more likely to fall victim to the behaviour of others.

Parents/carers

Do not attempt to sort out problems themselves by speaking to the child whom they think may be behaving inappropriately towards their children or by speaking to their parents

Do not encourage their children to 'be a bully' back

They involve the school instead

Pupils and parents/carers are made aware of this policy

Our school policies for Attendance, Behaviour and Discipline, Equalities, e-safety, Special Educational Needs and Disabilities all mention anti-bullying.

7. Investigating alleged incidents of bullying

All known/reported incidences of bullying will be investigated by the class teacher or by the named senior member of staff.

Parents/carers of the pupil or group who are bullying may also be questioned about the incident or about any difficulties that their children may be having.

The perpetrator(s) may be asked to apologise (as appropriate to the child's age and level of understanding)

Wherever possible the pupils will be reconciled.

8. Sanctions and consequences

We ensure that appropriate sanctions are given to those who have bullied and give them appropriate support to alter their behaviour.

Parent/carers will be informed about their child's behaviour and a request made that the parents support the school with any sanctions that it takes

In some cases, **outside agencies** may be requested to support the school or family in dealing with a child continually demonstrating unacceptable behaviour towards others for example, police or a counsellor

In serious cases where pupils are not changing or are unwilling to change their behaviour, support from **behaviour outreach, counselling**, reduced timetables or fixed or permanent **exclusion** will be used.

During and after the incident(s) have been investigated and dealt with, each case will be recorded and subsequently monitored to check that there is no repeated bullying..

The safeguarding governor will be informed of any incidents recorded in the log along with sanctions /reconciliation but not the names of the pupils

Streatham Wells ANTI-BULLYING POLICY 2020

9. Preventing, identifying and responding to bullying

We use a variety of methods to support children in understanding and preventing the consequences of bullying through:

The school ethos of celebrating diversity
School staff who role-model behaviour
Class and whole school assemblies
Curriculum including PSHE and Citizenship lessons, the spiritual, moral, social and cultural curriculum, circle time, literature
Anti-bullying week
Worry Boxes
Peer mediation which teaches staff and pupils conflict resolution skills to use in relationship disputes
In-school surveys and Schools Health Education Unit (SHEU) survey
Supporting the development of social and emotional skills including resilience via SEAL, restorative approaches
Safe spaces for vulnerable children and young people
Senior staff who can search pupils if necessary for items banned under school rules
Publicising ways to report bullying incidents such as texting and online reporting as well as face to face or via telephone
Responding quickly to reporting of incidents by pupils, parents/ carers
Ensuring appropriate support is given to victims of bullying

10. Pupils who are being bullied should tell these people:

A friend
Inclusion lead
A learning mentor
A peer mediator
The School Council rep or Anti-Bullying Team
A teacher or adult whom you feel you can trust
A parent or adult at home whom you feel you can trust
Write a note to a member of staff
Ring Childline and follow the advice given

11. Organisations that can help:

Anti-bullying Alliance
Advisory Centre for Education (ACE) 020 7354 8321
Children's Legal Centre 0845 345 4345
KIDSCAPE Parents Helpline (Mon-Fri, 10-4) 0845 1 205 204
Parentline Plus 0808 800 2222
Youth Access 020 8772 9900
Restorative Justice Council
Bullying Online www.bullying.co.uk
Kidscape website www.kidscape.org.uk for further support , links and advice.

Streatham Wells ANTI-BULLYING POLICY 2020

LGBT – schools out and Stonewall and EACH

SEND – Mencap, Changing Faces

Racism – show racism the red card, Kick it Out,

Cyber-bullying – Childnet international Think U Know, Digizen, Advice on internet safety

12. Links with other school policies and practices

This Policy links with a number of other school policies, practices and action plans including:

Complaints policy	The teaching of spiritual, moral, social and cultural and PSHE Education
Equality Act 2010	
Behaviour Policy	School plans focussing on pupil wellbeing / Healthy Schools' London Audit
Confidentiality Policy	The recording of racial incidents
Equalities Policy	Safer Use of The Internet Policy

13. Monitoring & review

The school will review this Policy at least once every two years or earlier if incidents have occurred that suggest the need for review. The school uses the guidance by the DfE to inform its action planning to prevent and tackle bullying.

The named contact for this policy is _Louise Salewski_