

Shotley Bridge Primary School



Anti – Bullying Policy

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| Approved by: | Governing Body | Date: September 2023 |
| Last reviewed on: | September 2023 | |
| Next review due by: | September 2024 | |

At Shotley Bridge Primary School, we seek to provide a safe, secure and positive environment in which pupils can develop and grow. Pupils and adults alike, are entitled to be treated with respect and understanding, and to participate in any activity free from intimidation. Bullying behaviour is not a natural part of growing up and should not be seen as such.

Rationale

At Shotley Bridge Primary School, we do all we can to prevent bullying by developing a school ethos in which it is regarded as unacceptable. Bullying promotes poor models of behaviour and may encourage others to imitate these models. Pupils who have been bullied in one setting may well become bullies in another. Only when all issues of bullying are addressed, will pupils be able to fully benefit from the opportunities available at school. When incidents of bullying behaviour are brought to our attention, we take action to prevent, or reduce the possibility of it happening again. We support the child being bullied so they feel safe and happy at school, and challenge the child who has shown bullying behaviour with the aim of changing his/her attitude and behaviour.

What is bullying?

According to the NSPCC, bullying is deliberate behaviour that hurts someone else. It includes name calling, hitting, pushing, spreading rumours, threatening or undermining someone. It can happen anywhere- at school, at home or online. It's usually repeated over a long period of time and can hurt a child both physically and emotionally. It may be difficult for those being bullied to defend themselves. Although it takes many forms, the four main types of bullying are:

- Physical - e.g. hitting, kicking, and taking / interfering with someone else's belongings.
- Verbal -e.g. name-calling, using 'put-downs' or belittling someone's efforts, insulting, racist or homophobic remarks.
- Indirect - e.g. spreading nasty stories or malicious rumours about someone, excluding someone from a group,
- Cyber –e.g sending malicious e-mails or text messages on mobile phones

If we are bullied:

- We may feel frightened, angry, powerless or embarrassed.
- Our work, sleep and ability to concentrate may suffer.
- We may feel worried and not know what to do.
- We should tell an adult who can help or tell someone we trust who will tell an adult who can help.

What do we do to prevent bullying at Shotley Bridge Primary School?

The school is proactive in taking preventative measures to reduce incidents of bullying behaviour for example:

- Creating an open environment where incidents of bullying are reported to staff and these incidents addressed immediately
- Actively zone communal areas during supervision duty at breaks and lunch-time by teaching and non-teaching staff.
- Looking for signs that may indicate bullying behaviour and report suspected incidents to the appropriate member of staff for example, the class teacher or a Senior Leader who will follow designated procedures.
- Promoting the Peer Mentoring scheme
- Promoting good self-esteem through the reward system, use of verbal praise, circle time, our PSHCE curriculum, Pupil Parliament, Collective Worship and the school ethos.
- Encouraging peer group support.
- Liaising with other agencies for example, One Point and the Mental Health Support Team
- Adults providing a positive role model in word and action at all times.
- Staff attending appropriate training to safeguard and support all children
- Ensuring that children (and staff) have easy access for help- to know who can help them, for example, Mrs. Lee and Mrs. Ryczel at Time to Talk. Mrs Dryden as Senior Mental Health/Wellbeing Lead and Miss Hunter and Miss Newbould as Wellbeing Champions
- Implementing restorative behaviour approaches
- Providing children with skills to regulate themselves emotionally (see Emotional Regulation Policy for further information)

What can children do to stop bullying?

- Speak to an adult immediately
- To know what bullying is and be able to recognise it
- Refuse to be involved in any bullying situation
- Look after each other. If you are present when bullying occurs, tell someone who can help

What can parents do to stop bullying?

- Watch for signs of distress in their child e.g. unwillingness to attend school, a pattern of headaches, missing equipment, damaged clothing or bruising.
- Talk to your child about bullying behaviour to ensure that his / her behaviour makes school a happy place for other children.
- Take an active interest in your child's social life and friends.
- Work in partnership with the school and report any worries or concerns immediately
- Encourage your child to tell a member of staff about an incident. This empowers the child. Check with your child that they have told the appropriate member of staff.
- Inform the school if bullying is suspected.
- Keep a written record (who, what, when, where, why, how) to share with school
- Tell your child that parental involvement may be appropriate for the situation
- Be willing to inform school of any cases of suspected bullying, even if your child is not involved
- Allow school staff time to investigate, respond and review reported incidents of child on child abuse or unkind behaviours

What happens when a bullying incident is reported?

- We will listen sympathetically to the child making the complaint and take his/her concerns seriously.
- Ensure the immediate safety of the child.
- Investigate the incident, informing the child making the complaint of the action being taken and the timescale. If the parent has made the complaint we will keep them informed of progress.
- Whilst an incident is being investigated, the school will respect confidentiality and encourage parents to do the same.
- If an incident of bullying behaviour has occurred, we will take action to ensure it does not occur again, including discussion with the alleged bully, to ensure that he/she knows the reason for the complaint. Pupils may wish to use the Peer Mentors. An apology by the alleged bully to the victim may be appropriate.
- Record incidents and actions being taken on CPOMs.
- The Head teacher or the class teacher may inform the parents of the children involved, depending on the circumstances.
- Monitor the situation and evaluate actions taken.
- Each case will be treated individually and circumstances considered, in deciding appropriate action to be taken.
- In the event of an incident being unresolved between the school and the parent, the Governors will be informed.

Monitoring and Review

This policy is monitored on a day-to-day basis by Senior Leaders, who report to Governors about the effectiveness of the policy on request.

This anti-bullying policy is the Governors' responsibility and they review its effectiveness annually. They do this by examining the school's anti-bullying data, and by discussion with Senior Leaders. Governors analyse information with regard to gender, age and ethnic background of all children involved in bullying incidents.

This policy has been developed in consultation with pupils, parents/carers, school staff and the Local Authority. This included questionnaires and class discussions.

Useful Contacts

Kidscape 01717303300
Bullying counsellor available Monday and Wednesdays 9.30am - 4.30pm.

Childline 08001111
Confidential free phone line for children in trouble or danger.

Children's Legal Centre 0171 359 6251
Advice on children's rights.

Samaritans Durham Branch 0191 3842727

Linkline 0345 909090

Victim Support Scheme Durham Branch 0191 3831515

NSPCC 01912260155

Child Protection Helpline 0800 800 500

Anti-Bullying Campaign 0171 378 1446 Office hours 10 am - 4 pm.

Durham Anti- Bullying Service 0191 384 0707

