Uffington Church of England Primary School

ANTI-BULLYING POLICY FOR LINCOLNSHIRE

Statement of Intent

At Uffington Church of England Primary School we aim to provide a safe, caring and friendly environment for all our children and young people to allow them opportunities to learn effectively, improve life chances and help them maximise their potential.

We will strive to ensure children and young people feel safe, including understanding the issues relating to safety, such as bullying and that they feel confident to seek support should they feel unsafe.

Aims

- It should be made clear that bullying behaviour is not acceptable

- Preventative measures must form part of overall anti bullying strategy

- All staff will have read this policy and therefore have an understanding of what bullying is

- All staff will know about and follow this policy

- All our children and young people and their parents should be aware of what to do if bullying occurs

- There should be no "hierarchy" of bullying – all forms of bullying should be taken equally seriously.

Objectives

1. Preventing bullying

The most effective way of preventing bullying is to create effective environments in which:

- the contribution of all children and young people are valued

- all children and young people can feel secure and are able to contribute appropriately

- stereotypical views are always challenged, and children and young people learn to appreciate and view positively differences in others whether arising from race, culture, gender, sexuality, ability or disability

- children and young people learn to take responsibility for their actions and behaviours both in school and in the wider community

- all forms of bullying and harassment are challenged

- children and young people are supported to develop their social and emotional skills

2. What is Bullying?

The Lincolnshire Children's Services Anti Bullying Strategy defines bullying as:

Behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally.

Bullying can take place between individuals or groups; face to face, indirectly or using a range of cyber bullying methods, the recognised categories are:

- DIRECT PHYSICAL BULLYING:
Hitting, kicking, pushing, taking or hiding/damaging belongings including money

- DIRECT VERBAL BULLYING:
Name calling, teasing, insulting, using verbal threats

- INDIRECT BULLYING:
Looks, social exclusion, spreading rumours, gossiping, and graffiti

ON-LINE BULLYING

On-line or cyber bullying is a more recent problem that has come about through the increased use of mobile phones and the Internet. It can be an extension of face to face bullying, with technology providing the person who bullies with another route to harass their target. However, it differs in several significant ways from other kinds of bullying: the invasion of home and personal space; the difficulty in controlling electronically circulated messages; the size of the audience; and the perceived anonymity. It may also involve the misuse of associated technology such as cameras and video facilities.
Cyber Bullying can be defined as:

The use of Information and Communication Technology (ICT), particularly mobile phones and the Internet, deliberately to upset someone.

3. Why are children bullied?

Children and Young People are bullied for a variety of reasons; vulnerable groups are particularly at risk of bullying.

Specific types of bullying include bullying related to:

- Race, religion or culture

- Special Educational Needs (SEN) or disabilities

- Appearance or health conditions

- Sexual orientation

- Young carers or looked-after children or otherwise related to home circumstances

- Sexist, sexual and transphobic bullying

4. Signs, Symptoms & Effects

Children and young people who are being bullied may show changes in behaviour, such as:

- Becoming shy and nervous

- Feigning illness

- Taking unusual absences

- Clinging to adults

All staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with this policy.

Effects can be

- Changes in work patterns

- Lacking concentration

- General unexplained behaviour

5. Reporting

Clear and well publicised systems for reporting bullying are in place for all; this includes those who are the target of bullying or who have witnessed bullying behaviour (bystanders). All confidential data is managed and processed in line with the General Data Protection Regulation. Please refer to the school's Data Protection Policy.

Systems for Reporting Bullying

Children and young people
All children are made aware of what constitutes bullying and of their responsibility to report to a member of staff any incidents of bullying against themselves or others. Children are reassured that all reports of incidents of bullying will be taken seriously and acted upon immediately.

Parents / carers
If a parent or carer knows or suspects that their child is the victim of bullying, they are encouraged to approach the child's class teacher in the first instance. The class teacher will then report the information to the headteacher. A plan of action will be agreed which will be communicated to the parent / carer concerned. Should a parent or carer feel that the matter has not been dealt with satisfactorily, the school's Complaint Procedure should be followed.

All staff and visitors
All staff and visitors have a responsibility to deal with any incidents of bullying. These should be reported to the headteacher who will then agree a plan of action.

Responding

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the incident should be dealt with immediately

- A clear account of the incident must be recorded

- Class teachers and other members of staff, as appropriate, will be kept informed

- Parents / carers will be kept informed

- Punitive measures will be used as appropriate and in consultation with all parties concerned

- The Police should be notified if appropriate

Children and young people who have been bullied will be supported by:

Offering an immediate opportunity to discuss the experience with an adult of their choice who listens and takes the situation seriously

- Reassuring the child

- Offering continuous tailored support as appropriate

- Restoring self-esteem and confidence.

Children and young people who have displayed bullying behaviour will be helped by:

- Discussing what happened

- Discovering why they became involved

- Establishing the wrong doing and their need to change and identify available support

- Informing and supporting parents or carers to help change the child's attitude.

- Maintaining ongoing communication with parents or carers

When all other responses have been exhausted the following disciplinary steps can be taken:

- Official warnings to cease offending

- Withdrawal of privileges

- Internal exclusion

- Minor fixed-term exclusion

- Major fixed-term exclusion

- Permanent exclusion

- Police involvement

The PREVENT Duty

Staff are made aware of the importance of identifying bullying based upon race, religion, ethnic origin and/ or culture. They are trained in identifying indicators that an individual is engaged with an extremist group, cause or ideology. Where there is a concern that behaviour reflects any of these indicators, the headteacher must be informed. As Designated Safeguarding Lead, the headteacher will then assess whether a referral is needed through the usual Early Help and safeguarding process.

Monitoring and Evaluation

The policy will be reviewed annually to assess the effectiveness of its implementation through discussion with all stakeholders. The policy will be promoted and implemented throughout the year.

This Policy was adopted by the governors of Uffington Church of England Primary School on 10th October 2013.	
Policy reviewed by the Curriculum Committee	October 2014
Policy reviewed by the Curriculum Committee	December 2015
Policy reviewed by the Curriculum Committee	February 2017
Policy reviewed by the Curriculum Committee	March 2018
Next Review	March 2019