

Anti-Bullying Policy

School Name	Cherry Lane Primary School
School Address	Sipson Road, Hillingdon, UB7 9DL
Date Policy Revised	July 2018
Date of GB Approval (where applicable)	

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Date of next revision

July 2020

Our aims:

Cherry Lane believes that all children have the right to learn without fear of bullying. We do not tolerate the harming of one person by another. We believe that this policy can only be effective if children, parents/carers, staff, governors and the wider school community work together in partnership to make it a reality.

- ✚ To resist all bullying at the School and create a positive atmosphere and environment for all pupils to thrive in.
- ✚ To give pupils the confidence to speak out against bullying and make the school a safe and happy environment.
- ✚ To raise awareness amongst pupils, parents and staff and give advice on what they should do to help.

What is bullying?

It is where people's feelings are hurt by other people and it makes them feel insecure. It can happen in or out of school and be towards an individual or a group and it happens over a period of time. Bullying will not be accepted or condoned. Bullying is usually fuelled by prejudice and is not tolerated. Bullying is not the occasional argument or disagreement that may take place from time to time. All forms of bullying will be addressed. Bullying can include:

- ✚ Physical pushing, kicking, hitting, pinching etc.
- ✚ Name calling, sarcasm, spreading rumours, persistent teasing and emotional torment through ridicule, humiliation and the continual ignoring of individuals
- ✚ Racial taunts, graffiti, gestures
- ✚ Sexual comments and/or suggestions
- ✚ Unwanted physical contact.

Everybody has the responsibility to work together to stop bullying. Why it is important to respond to bullying because it can affect pupils by being physically and emotionally hurt and if it carries on it will get worse and be harder to deal with. It is important we all work together to eradicate bullying as it can affect a child's life and learning. We want to promote a happy school for everyone.

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What this policy hopes to achieve:

- ✚ To help stop bullying at Cherry Lane Primary
- ✚ To raise awareness about bullying and what can be done
- ✚ Let people know what to do if they are being bullied
- ✚ Create a safe environment where everyone can feel safe walking around the school.
- ✚ Create a friendly atmosphere between different year groups
- ✚ Stop discrimination
- ✚ Help pupils to feel more comfortable about admitting to being bullied or admitting bullying others and know they will get help.
- ✚ Let people know the ways to tell if it is happening to you or if you see it happening
- ✚ Give pupils the self-confidence to stand up and respond to bullying in the appropriate manner.

The signs and symptoms should staff, parents/carers and pupils look for when spotting if someone is being bullied:

- ✚ Not putting their hand up in class, keeping their head down, no eye contact
- ✚ Lack of confidence – avoiding certain areas of the School or certain people
- ✚ Minimising the computer screen – for example when receiving emails or by instant messaging
- ✚ Not being themselves – change in eating or sleeping habit, too quiet, too chatty
- ✚ Not attending the school regularly – not wanting to go to the school, feeling ill in the mornings
- ✚ By themselves – appear lonely, not with the same friends anymore.
- ✚ Cyber – save the messages, bloc, block activity, report it.

All staff have a duty to:

- ✚ Take action, don't ignore it. Be discreet
- ✚ Support and respect the victim
- ✚ Listen and help the bully to change, staff to be discreet
- ✚ Offer the victim a mentor
- ✚ Look out for signs of bullying
- ✚ Help and encourage your child to speak to someone at the School
- ✚ Parents/carers to get help and guidance.

Objectives:

- ✚ To prevent, de-escalate and stop any harmful behaviour
- ✚ To react to any bullying incidents in a reasonable, proportionate and consistent way
- ✚ To safeguard any pupil who has experienced bullying behaviour and to provide support for the pupil
- ✚ To apply sanctions to the pupil causing the bullying and to ensure that they learn from the experience, possibly with the support of outside agencies
- ✚ To ensure that children have opportunities to discuss the impact of bullying across the curriculum
- ✚ To ensure that all governors, teaching and non-teaching staff, pupils and parents have an understanding of what bullying is
- ✚ To ensure that all governors, teaching and non-teaching staff know what the school policy is on bullying, and follow it when bullying is reported.
- ✚ To ensure that all pupils and parents/carers should know what the school policy is on bullying, and what they should do if bullying arises.

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- ✚ To assure pupils and parents/carers that they will be supported when bullying is reported

Definition of Bullying:

At Cherry Lane Primary bullying is defined as behaviour by an individual or group, usually repeated over a period of time, that intentionally hurts another individual or group either physically or emotionally.

Bullying may take many forms but it usually falls in to one of four main types:

Verbal: name calling, persistent teasing, mocking, taunting and threats.

Physical: physical attacks, intimidating behaviour, theft or intentional damage of possessions.

Emotional: excluding, ridiculing, humiliation and spreading rumours.

Cyber-bullying: Cyber-bullying, also known as on-line bullying, is when a person or group of people use the internet, email, online games or any other kind of digital technology to threaten, tease, upset or humiliate someone else. Cyber-bullying is particularly damaging as the abuse is inescapable. Behaviour that is classed as cyber-bullying includes:

Sending abusive, nasty or threatening messages to someone via text message, email, instant messaging or chat rooms.

Abusing personal information: sharing someone else's photos or personal information without that person's consent to deliberately cause harm or humiliation. This could include pretending to be someone else and writing fake comments or blogs.

Blackmail, or pressurising someone to do something online they do not want to, such as sending a sexually explicit image – all criminal offences.

Effects of Bullying

We, at Cherry Lane, recognise that bullying can have serious long lasting effects, even after the behaviour has stopped. Bullying doesn't just have a negative impact on the target, but everyone who is exposed to the environment in which it occurs. Children who are bullied are more likely to have low self-esteem, develop depression, become socially withdrawn, isolated and lonely, have low academic achievement and struggle with forming trusting, healthy relationships. Children who bully are more at risk of criminal behaviour, developing depression or anxiety and becoming abusive adults. Witnessing bullying can make a child feel powerless, fearful and guilty.

Bullying Beyond the School Gates –these guidelines apply to all pupils taking part in any school-organised or school related activity off the school premises. This includes school trips, residential trips and representing the school outside of normal school hours, for example in a sporting event. Bullying, including cyber bullying, of and by any of our pupils will not be tolerated. Any form of bullying outside of normal school hours will be subject to the same sanctions as if the bullying had occurred on the school premises, during the school day.

Prevention is taught:

- ✚ through our PSHE programme;
- ✚ assemblies dealing with positive social behaviour;
- ✚ the exploration of other cultures and faiths in RE
- ✚ lessons and other areas of the curriculum;
- ✚ promotion of e-safety and the appropriate use of the internet;
- ✚ 'circle time' where children have opportunity to discuss problems and friendships as well as sharing each other's' positive qualities.

Initial concerns are recorded by staff. This early identification and recording of patterns of behaviour can form an important evidence base which helps to detect bullying. Any accusations of bullying will be dealt with quickly by the Behaviour Manager together with the Pastoral Support Team. Discussions will be initiated with all involved and these will be recorded. The applying of appropriate sanctions together with guidance and support, to help the child take responsibility for

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their actions. Responding to the child who is being bullied through active listening, support and protection.

Bullying behaviour will be reported to parents/carers of both the victim and the person causing the bullying. The school will work with parents/carers to ensure the situation is resolved quickly. Parents/carers of those involved will be kept informed of the actions that the school is taking.

Outcomes of school intervention will be:

- ✚ The person being bullied is kept safe.
- ✚ The person being bullied feels reassured that they are not responsible for what has happened.
- ✚ The behaviour of the instigator is changed and they are aware of the impact of their behaviour
- ✚ The underlying causes of the instigator's behaviour are discussed and support is given
- ✚ Skills needed to manage any further situations are developed
- ✚ Sanctions and rewards are applied in line with the school's behaviour policy.

Procedures for parents:

Any concerns with another pupil's behaviour should generally be addressed to the class teacher. However, if a parent/carer feels bullying is an issue they should talk directly to the Pastoral Support Manager or a member of the team. The Pastoral Support Manager will involve the class teacher in discussions, and relevant members of staff to help resolve the issue. The school, the child and their parents will work together to ensure that any bullying is stopped and that support is given where needed. parents/carers should not confront the bully or their parents/carers. This can further complicate the situation and distress the pupil.

The Head teacher and Deputy Head teachers are always informed of any bullying concerns and monitor the situation carefully. They will always become involved with any serious incidents of bullying and accelerate them to the Head Teacher.

Parents/Carers can also accelerate their concerns directly to the Head teacher if they feel it is necessary. If the parents/carers feel that their complaint has not been dealt with sufficiently they should follow the complaints policy, published on the school website.

It can be upsetting for parents/carers to be informed their child is responsible for bullying another child, however, we expect parents/carers' support in imposing sanctions against any child who has been involved in bullying another pupil to deliver a strong, united message that the behaviour will not be tolerated. We will work with parents/carers to find out the underlying cause of the bullying with the aim of supporting all involved and preventing the behaviour from happening again.

Guidelines for pupils:

The school has a 'don't stay silent' ethos - pupils are expected to inform a trusted adult if any bullying behaviour is seen or heard about.

- ✚ Pupils who feel they are being bullied are encouraged to talk to a trusted adult and are reassured
- ✚ that the matter will be dealt with sensitively.
- ✚ Pupils are encouraged to ask for help from a trusted adult if bullying takes place outside of school.
- ✚ Pupils are encouraged to inform a trusted adult if bullying takes place on-line, via text message or any other communication technology. Specific guidance for pupils to help them effectively report and stop cyber- bullying can be found at **Appendix A**.

Being Vigilant to Signs of Bullying:

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Children do not always ask directly for help or discuss their concerns openly. When bullying is involved, they may feel at fault or anticipate that there will be negative repercussions if they tell an adult. Changes in a child's behaviour and body language cannot indicate for certain that bullying is happening. However, parents/carers and staff members should be aware the following signs may indicate that something is wrong.

- ✚ Unexplained injuries;
- ✚ Lost or broken possessions;
- ✚ Low self-esteem;
- ✚ A loss of friends;
- ✚ Withdrawing from social situations;
- ✚ Change in attitude or behaviour;
- ✚ Difficulty sleeping or bed wetting;
- ✚ Not attending school regularly: being reluctant to attend school or feigning sickness;
- ✚ Declining progress and a lack of interest in school – not participating in class discussions;

Legislation

The school has a legal requirement, under the Education and Inspections Act 2006, the Independent School Standard Regulations 2010 and the Equalities Act 2010 to protect children from bullying and discrimination. Under the Children Act 1989 a bullying incident should be addressed as a child protection concern when there is 'reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm'. Where this is the case, the Designated Lead for Safeguarding may report their concerns to their local authority Children's Services

Although bullying in itself is not a specific criminal offence in the UK, some types of harassing or threatening behaviour or communications could be a criminal offence. If, following a referral to the Head teacher, Senior Management Team or the Pastoral Support Manager they feel that an offence may have been committed the matter may be referred to the Police.

Role of the Senior Leadership Team:

- ✚ To create and monitor an effective behaviour management policy with provision for dealing with bullying. To create an environment in which children feel safe to learn.
- ✚ To inform the school community of the policy regarding bullying.
- ✚ To take responsibility for assessing the risk within the school of bullying behaviour occurring – eg playground duties, monitoring of lunchtimes etc.
- ✚ To develop a curriculum and ethos that promotes caring and cooperation as valued personal attributes and offers opportunities for the issue of bullying to be raised.
- ✚ To provide professional development for all staff in identifying and managing bullying behaviour.
- ✚ To deal with complaints if parents feel that incidents are not dealt with adequately and adapt policies accordingly where appropriate.

Role of the Governors:

To develop whole-school policies that meet the law and school-inspection requirements.
To ensure these policies are readily available to parents and are published on the school website.
To promote a school climate where bullying and violence are not tolerated and cannot flourish.
To continually develop best practice based on knowledge of what works.
To review the school anti-bullying policy annually and, as a result, the policy and procedures are updated as necessary.
To ensure that curriculum opportunities are used to address bullying.
To ensure that pupil-support systems are in place to prevent and respond to bullying.

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To have addressed school-site issues and promoted safe play areas.

To ensure that all staff are aware of the importance of modelling positive relationships.

To work in partnership with parents, other schools and with children's services and community partners to promote safe communities.

To investigate formal complaints if parents feel that incidents are not dealt with sufficiently well.

Help us to keep Cherry Lane Primary a safe and happy place of learning.

Appendix A

Cyber Bullying

Cyber bullying can seem like a never ending torment, especially when there are many people involved. But there are steps you can take, and people you can talk to in order to make it stop.

- ❖ Don't respond.
- ❖ Never get involved in arguments online, as this will only escalate the situation and make it much worse.
- ❖ Don't retaliate. Getting back at the bully turns you into one and reinforces the bully's behaviour.
- ❖ Save the evidence. The only good news about digital bullying is that the harassing messages can usually be captured, saved, and shown to someone who can help. You need to do this even if you think the bullying is minor, in case things escalate.
- ❖ Talk to a trusted adult. Unless you report cyber bullying to an adult, it is very unlikely to stop.
- ❖ Start by talking to your parents or guardians about the types of cyber bullying you have experienced. They will be able to help you in reporting it to the school.
- ❖ The school has a responsibility to protect you from bullying, even if it happens offsite, online or over the phone.
- ❖ Ask your parents to schedule a meeting with your teacher, and be prepared to talk to them about who has been involved. If you feel unable to talk to your parents then speak directly to your teacher or another member of staff, such as the Pastoral Support Manager or your class LSA.
- ❖ Block the bully. If the harassment's coming in the form of instant messages, texts, or profile comments, use preferences or privacy tools to block the person.
- ❖ If it's in chat, leave the "room."
- ❖ Be a friend, not a bystander. Watching or forwarding mean messages empowers bullies and hurts victims even more.
- ❖ If you can, tell bullies to stop or let them know what they are doing is wrong.

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- ❖ If you can't stop the bully, try to help the victim and encourage them to report it.