



Elements Primary School

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Elements Primary School Anti-Bullying Policy

Statement of Intent

At Elements Primary School we are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. We believe every pupil should be able to participate in all school activities in an enjoyable and safe environment and be protected from harm. This is the responsibility of every adult employed by or invited to deliver services at Elements Primary School. We recognise our responsibility to safeguard and promote the welfare of all our pupils by protecting them from physical, sexual or emotional abuse, neglect and bullying. Bullying of any kind is totally unacceptable at our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively.

What is bullying?

Bullying is defined as deliberately hurtful behaviour, **repeated over a period of time**. Bullying results in pain and distress (emotional and/or physical) to the victim.

Bullying can be

- Physical-pushing, hitting, kicking, punching, taking other people's belongings, or any use of violence.
- Emotional-being unkind, excluding, name calling, teasing, racist comments, homophobic comments spreading rumours, hiding property.
- Cyber- misuse of technology i.e. camera and video facilities, mobile threats by text messaging and calls, all areas of the Internet, such as email, chat room misuse.

Objectives

To ensure bullying does not take place at this school and if it does happen, for it to be dealt with swiftly and appropriately to the satisfaction of all concerned.

All Governors, teaching and non-teaching staff, pupils, and parents should have an understanding of what bullying is.

All Governors, teaching and non-teaching staff, pupils, and parents should know what the school policy is on bullying and follow it, when bullying is reported.

All Governors, teaching and non-teaching staff, pupils, and parents should know what procedures to follow if bullying arises.



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As a school we take bullying very seriously. Parents and pupils should be assured they will be supported if bullying is reported.

Bullying will not be tolerated.

Procedures - victim

- If bullying is suspected or reported, the incident will be investigated by the class teacher in the first instance.
- In cases of bullying, a clear account of the incident/s will be reported to the Executive Principal.
- The Executive Principal will keep a record of all reported incidents and of the outcome.
- Parents of all the children involved will be informed and invited to come into school to discuss the problem, with the Executive Principal.
- Relevant staff will be kept informed to enable them to monitor the situation and support pupils appropriately.
- The pupil/s who are being bullied will be reassured and supported by their class teacher.
- If possible the pupils will be reconciled and the bully/bullies will apologise.
- Punishments will be in line with the Behaviour Policy.
- Persistent bullying could lead to fixed term exclusion (see Exclusions Policy)
- Victim/s of bullying will be supported.
- Taken as a theme in a class PSHCE / SEAL discussion if the bullied child is more at ease with this.

Procedures - perpetrator

In this school, pupils will be encouraged to report/discuss any behaviour they are not happy with. Initially teachers will try to deal with any incident in a supportive low key manner to avoid further distress. This may be:

- Face to face talks;
- Should other incidents occur and bullying be identified, the following procedure will be used progressively to address the problem:
- Formal, noted talk with the pupils concerned (parents notified verbally to allow any queries to be raised).
- Parents of the pupils involved asked to attend a formal meeting at school.
- Formal involvement and possible exclusion of the perpetrator.
- The bullying behaviour or threats of bullying will always be investigated and the bullying stopped quickly.
- Attempts will be made to help the perpetrator/s change their behaviour.
- Desired outcomes of such action:
- The bully / bullies will be asked to genuinely apologise. Additional consequences may take place.
- Social stories



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If possible, the pupils will be reconciled.

After the incident/incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Consequences & Support

Consequences for the inappropriate actions of the perpetrator are important but may not prevent further incidents of bullying. It is, therefore, essential that the perpetrator is helped to understand the impact of their actions; the reasons for their actions and then given strategies and support to prevent recurrence. This may require long-term in-school support and the involvement of external agencies.

Consequences may include:

- Missed playtimes (at break time and/or lunch time),
- Isolation and/or exclusion.

Support for the victim may include:

- 1:1 time with an adult to help build self-esteem;
- Peer support;
- A “trusted” adult at lunchtime who is fully aware of the issues and can offer protection;
- Regular home-school contact between parents and teachers;
- “open-door” policy for parents with class teacher and senior leaders;
- Access to nurture group facilities.

Support for the perpetrator may include:

- 1:1 time with an adult to help build self-esteem and social skills;
- Social skills group work, peer support;
- A “trusted” adult at lunchtime who is fully aware of the issues and is able to rapidly intervene in any incident;
- Regular homeschool contact between parents and teachers;
- “open-door” policy for parents with class teacher and senior leaders;
- Access to nurture facilities;
- Pastoral support programme if a risk of permanent exclusion.



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Prevention

- All pupils will be aware of our Golden Rules.
- Within the curriculum, the school will raise awareness of the nature of bullying, through PHSCE, (SEAL) Assemblies, Life Caravan, and Anti-Bullying Week, displays, transition work in Year 6 and in other subject areas, as appropriate.

Monitoring Evaluation and Review

The school will review this policy annually and assess its implementation and effectiveness.

The policy will be implemented by all staff throughout school.

Appendix to Bullying Policy

Some Signs and symptoms of children involved in bullying

- A sudden change in behaviour
- Doesn't want to come to school
- Changes in pupil's usual routine
- Becomes anxious or lacking in confidence
- Starts stammering
- Becomes withdrawn
- Has nightmares
- Feels ill in a morning
- School work is not as good as it used to be.
- Has unexplained cuts or bruises
- Is bullying other children or siblings
- Stops eating
- Becomes aggressive, disruptive or unreasonable
- Is frightened to explain what is going on.
- Cries a lot
- Is afraid to use The Internet, or mobile phone.
- Is nervous or jumpy when a cyber message is received.

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.