Endeavour Primary School

On a Quest for Excellence

Anti-Bullying Policy

Anti-Bullying Policy			
Review Cycle	Annually / Bi-Annual / Three Yearly	**Date of Next Review**	December 2026
Governor Approver **Role** **Signed** **Date**	David Brook Co-Chair of Governors  January 2024	**School Approver** **Role** **Signed** **Date**	Miss H. Palmer Head teacher  January 2024
Review changes:	June 2020: Updated specifically linking to the Children Act 1989, Equality act 2010, other school policies and school routines. December 2023: Reviewed & updated to reflect best practise		

Introduction

We are aware that pupils may be bullied in any school or setting, and recognise that preventing, raising awareness and consistently responding to ANY cases of bullying should be a priority to ensure the safety and well-being of our pupils.

In line with the Equality Act 2010, it is essential that our school:

- Eliminates unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act;
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it; and
- Foster good relations between people who share a protected characteristic and people who do not share it.

At Endeavour Primary, we are committed to safeguarding and promoting the welfare of pupils and young people and expect all staff and volunteers to share this commitment. 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 pupil is suffering, or is likely to suffer, significant harm'. Where this is the case, the school staff should follow school safeguarding procedures and report to a Designated Safeguarding Leader.

This policy should be read in conjunction with:

- Behaviour Approach Policy
- Safeguarding Policy
- Child Protection Policy
- Endeavour Vision and Values
- Equalities Statement

Bullying Definitions
The DfES (Department for Education and Skills) offers the following definition of bullying.
"Any behaviour which is the illegitimate use of power in order to hurt others is bullying behaviour".

At Endeavour Primary School, we discuss what bullying is, as well as incidents we would not describe as bullying, with all pupils through assemblies and PSHE lessons.

What is Bullying?

Through the School Council, the whole school was asked this question. They then created a definition of bullying which we have adopted as our shared understanding of what bullying is:

Bullying is any deliberate, hurtful, upsetting, frightening or threatening behaviour by an individual or a group towards other people. It is repeated over a period of time and it is very difficult for the victims to defend themselves (remember STOP – it happens Several Times On Purpose). Bullying is mean and results in worry, fear, pain and distress to the victim/s.

We agree that:

- Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally;
- It is deliberate
- It is ongoing, repeated over a period of time Bullying usually happens when the relationship is imbalanced;
- It could be prejudice-based or discriminatory

We agree that bullying is not:

- A conflict between 2 equals or random unprovoked or provoked aggressive verbal or physical acts

Types of Bullying

Physical Bullying
The intentional and repeated hitting, kicking, or hurting someone or taking/damaging their belongings over time

Verbal Bullying
The intentional name-calling, insulting or degrading of another child repeatedly over time

Indirect Bullying
The intentional spreading of nasty stories about someone, excluding someone from social groups or sneering at someone.

Cyber-Bullying
The rapid development of, and widespread access to, technology has provided a new medium For 'virtual bullying', which can occur in and outside school. Cyber-bullying is a different form Of bullying which can happen beyond the school day into home and private space, with a Potentially bigger audience, and more accessories as people forward on content.

Racist Bullying
This refers to a range of hurtful behaviour, both physical and psychological, that make the Person feel unwelcome marginalised and excluded, powerless or worthless because of their Colour, ethnicity culture, faith community, national origin or national status.

Homophobic Bullying
This occurs when bullying is motivated by a prejudice against lesbian, gay, bisexual or Transsexual people.

Vulnerable Groups

We recognise that some groups of pupils may be more vulnerable to bullying, including:

- Looked After Children
- Children having caring responsibilities
- Gypsy, Roma and Traveller children
- Children with Special Educational Needs or Disabilities (SEND)
- Children from ethnic minorities
- Children entitled to Free School Meals
- Children for whom English is an Additional Language
- Children who are perceived to be gay, lesbian, bisexual or transsexual
- Those suffering from health problems, including mental health

How does bullying differ from teasing/falling out between friends or other types of aggressive behaviour?

- There is a deliberate intention to hurt or humiliate.
- There is a power imbalance that makes it hard for the victim to defend themselves.
- It is usually persistent.

At Endeavour Primary School, we would expect pupils to feel safe in school, including an understanding of the issues relating to safety, such as bullying. We also want them to feel confident to seek support from school should they feel unsafe.

We understand that there are often causes that are not immediately visible that lead to a child demonstrating bullying type behaviours.

At Endeavour, we will always ensure that bullying incidents are dealt with, but equally we will work with the perpetrator to unpick the root cause of their behaviour and provide the necessary support for all children involved.

Aims and Objectives:

Bullying is wrong and damages children. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable and to ensure a safe and secure environment is sustained for all pupils. We are proactive in our approach in that we take every opportunity to promote appropriate behaviour in relationships through our programme of assemblies, personal and social education curriculum, reading curriculum and use of strategies such as circle time, Thrive and social skills.

We aim, as a school, to produce a safe and secure environment where all children can learn without anxiety. Our Behaviour policy places a strong emphasis on rewarding and praising good behaviour, whilst making clear the actions that children will face if they choose to behave inappropriately.

This Anti-bullying policy aims to produce a consistent school response to any bullying incidents that may occur.

We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our school.

Preventing and raising awareness of bullying is essential in keeping incidents in our school to a minimum. Through assemblies, as well as curriculum time, pupils are given regular opportunities to discuss and understand what bullying is, as well as incidents we would not describe as bullying, such as two friends falling out, or a one-off argument. An annual 'Anti-Bullying Week' is held to further raise awareness. E-Safety is an important part of the curriculum and information for parents is included in newsletters and on the School's website. E-Safety information is shared periodically

to raise parents' awareness of cyber-bullying and e-safety. Pupils are taught to tell an adult in school if they are concerned that someone is being bullied in a way they are comfortable with. We strive for our pupils to have strong, trusting relationships with key adults which enables them to feel safe to notify a school adult if there is an incident that takes place.

The Role of Pupils

Pupils will consider bullying as part of the Personal, Social and Health Education (PSHE) programme of work, including a specific anti-bullying unit. Pupils have a responsibility to report to a member of staff any concerns they have about something which upsets them by speaking or writing a note to them. These reports are then investigated and addressed by an appropriate member of staff.

The Pupil Learning Council created a guide for children to support them in what actions to take if they are being bullied and what the role of the 'bystander' is. (See Attachment)

The Role of Parents

Parents, who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately.

Parents have a responsibility to support the school's Anti-Bullying Policy and to actively encourage their child to be a positive member of the school.

The Role of Staff

Staff at Endeavour Primary School take all forms of bullying seriously, and intervene to prevent incidents from taking place. All staff have a responsibility to address and report any bullying incidents or pattern of behaviours on CPOMs (school internal recording system).

Staff should be vigilant in looking for signs of bullying or other chid protection issues including:

- Physical: unexplained bruises, scratches, cuts, missing belongings, damaged clothes, or schoolwork, loss of appetite, stomach aches, headaches, bedwetting.
- Emotional: losing interest in school, being withdrawn or secretive, unusual shows of temper, refusal to say why unhappy, high level of anxiety, mood swings, tearfulness for no reason, lack of confidence, headaches and stomach aches, signs of depression.
- Behavioural: asking to be taken to school, going home for lunch, taking longer to get home, asking for money, using different routes to school, 'losing' more items than usual, sudden changes in behaviour and mood, concentration difficulties, truancy.

All reporting of Bullying type behaviour, including if any form of the word 'Bullying' is used either by parents or children, MUST be recorded on CPOMs and investigated. The adult investigating the report must use the Bullying Flow Chart to identify whether the incident needs to be referred to the Anti-Bullying Lead and Head of Campus.
If the incident report investigation establishes bullying, the names of the children should be recorded on the 'Bullying Referral' form **and** noted on the school electronic recording system 'CPOMs'. This must be followed up by the person investigating, recording, noting & sharing the outcome. Our school 'Anti-Bullying Leaders' may make contact with families where bullying is identified and will oversee and manage cases. They will support staff in managing a situation and keep families informed of ongoing progress and updates at pre-agreed time frames e.g. fortnightly.

If we become aware of any bullying taking place, the process detailed above is started and concluded as soon as all children have been spoken with. This may involve support for their emotional wellbeing and support for both the victim of the bullying and the perpetrator. This may include specific actions for the child who has carried out the bullying, as per the school's behaviour policy. We spend time talking to the child who has bullied; we explain why the action of the child was wrong, and we endeavour to help this child change their behaviour in future. If a child is repeatedly involved in bullying other children, Parents are requested to attend a meeting to discuss the situation and to make clear what the next steps will be. In more extreme cases, for example, where these initial discussions have proven ineffective, the Head of Campus may contact external

support agencies. Also in extreme cases the Head Teacher will consider external or internal suspension for Bullying.

Teachers support all children in their class and seek to establish a climate of trust and respect for all. By sharing clear expectations, praising, rewarding and celebrating the success of all children, we aim to prevent any incidents of bullying.

Bullying often happens outside of school. Where this is the case we support the pupil who is being bullied and educate the identified bully, taking extra care to observe those involved within school. School does not normally get directly involved with incidents outside of school, however we will inform parents of incidents we are made aware of and support families to the best of our ability. We will also inform/speak to the police / community police where appropriate.

The Role of the Head Teacher and Head of Campus

It is the responsibility of the Head Teacher/ Head of Campus to implement the school anti-bullying strategy and to ensure that all members of the school community are aware of the school policy and know how to deal with incidents of bullying. The Head Teacher/ Head of Campus ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying. The school keeps a log of any incidents that are considered to be bullying type behaviour. These will be monitored over time, to ensure that the same children are not reappearing frequently. These are recorded on CPOMs.

The Head Teacher/ Head of Campus sets the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

The Role of Governors

The Governing Body supports the Head Teacher in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the governing body does not tolerate bullying to take place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately and sensitively.

The governing body monitors the incidents of bullying that occur, and reviews the effectiveness of the school policy annually. Governors require Leaders to keep records of all incidents of bullying and to report to the governors on request about the effectiveness of school anti-bullying strategies.

Monitoring and Review

The Head teacher and Governors will regularly monitor this policy in order to ensure that it is fit for purpose and fully implemented.
This policy will be formally reviewed every 3 years.

Say No to Bullying – Guide for pupils by pupils Endeavour Primary

What can you do if you are being bullied?

Wherever you are in school, you have the right to feel safe. Nobody has the right to make you feel unhappy. If someone is bullying you, it is important to remember that it is not your fault and there are people who can help you. Some ideas:

- Try not to let the bully know that he/she is making you feel upset.
- Be assertive - stand up to them, look at them directly in the eye, tell them to stop and mean it.
- Stay in a group, bullies usually pick on individuals.
- Get away as quickly as you can.
- Tell someone you can trust – it can be a Teacher, a Learning Support Assistant, a Midday Supervisor, a parent, a friend, a brother, a sister or a relative.
- If you are scared, ask a friend to go with you when you tell someone.
- If you don't feel you can talk to someone about it, write it down and give it to them or post in the 'worry box'.
- When you tell an adult about the bullying give them as many facts as you can (What? Who? Where? When? Why? How?).
- Keep a diary of what's been happening and refer to it when you tell someone.
- Keep on speaking out until someone listens and helps you.
- Never be afraid to do something about it and quick.
- Don't suffer in silence.
- Don't blame yourself for what is happening.
- Contact Childline: 0800 1111 or www.childline.org.uk

What can you do if you see someone else being bullied? (The bystander)

Ignoring bullying is cowardly and unfair to the victim. Staying silent means the bully has won and gives them more power. There are ways you can help without putting yourself in danger. Some ideas are listed below:

- Don't smile or laugh at the situation.
- Don't rush over and take the bully on yourself.
- Don't be made to join in.
- If safe to do so, encourage the bully to stop bullying.
- If you can, let the bully know you do not like his or her behaviour.
- Shout for help.
- Let the victim(s) know that you are going to get help.
- Tell a member of staff or trusted adult as soon as you can.
- Try and befriend the person being bullied.
- Encourage the person to talk to someone and get help.
- Ask someone you trust about what to do.
- If you don't feel you can talk to someone about it, write it down and give it to an adult or post in the 'worry box'.
- Call Childline: 0800 1111 or www.childline.org.uk for advice.

How are you feeling?



Excellent!
Why don't you go and tell someone about it?

STOP HERE



Oh dear!

Let's talk about it.

Was anyone else involved?

NO

You could find someone to cheer you up or find somewhere to be alone.

STOP HERE

YES



Did they say sorry and mean it?

YES



Accept their apology and forgive them. But that does not make what they did ok.

STOP HERE

NO



Did you do something to them?

NO

Say to them …

" If you didn't mean to hurt or upset me you need to say sorry"

YES

Say sorry to each other and start again.



STOP HERE

Is this the first time it has happened?

YES

Say to them …

"Why did you do that? It made me feel …"

Playground Buddy or you record what happened & share with an adult who will note it on CPOMs

NO

You or the Playground Buddy need to talk to an adult about what happened.



Has an adult spoken to this person before about upsetting you or other children?

NO

The adult speaks to the child and decides what consequence is appropriate.

STOP HERE

YES

The adult speaks to the child who is hurting or upsetting others & reports it to class teacher.

What happens now ?

The adult notes a **Bullying Concern** on CPOMs and informs the Class teachers of both children. The class teacher will contact the child's parents. If this is a repeated **Bullying Concern** it will be investigated and parents asked to attend a meeting with a member of the Senior Team.

Anti-Bullying Lead Actions

Form Received



Where it is the first confirmed report of bullying, children are spoken to separately by a member of the Anti-Bullying Team and actions agreed with children and communicated to adults



The AB Referral form is then given a 'Monitor' status and adults reminded to log any further incidents on CPOMS – the member of the Anti-Bullying Team on the campus must be tagged and the 'Bullying' tag also used when reporting – this is only for the identified children from the original report



Further incidents of bullying, or reports from parents should be logged on CPOMs. The member of the Anti-Bullying Team needs to add the detail to the monitoring sheet. The member of the Anti-Bullying Team for the campus will then arrange to meet with parents of both children separately



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Further incidents should be logged on CPOMs and updated by the member of the Anti-Bullying Team on the referral log. These should then be escalated to HOC/HT dependant on frequency of reoccurrence and severity of actions.



The Anti-Bullying Team will provide a termly report on Bullying to share with the HT.
The Anti-Bullying Team will meet ½ termly to discuss and ensure actions have been taken.