

**CAVERSHAM PRIMARY
SCHOOL**



Anti-Bullying Policy

Revised October 2018

(To be reviewed October 2019)

STATEMENT AND STAFF GUIDANCE

The school aims to prevent and tackle all forms of bullying and harassment, including cyber-bullying and prejudice-based bullying related to special educational need, special home circumstances, sexual orientation, appearance, health, sex, race, religion and belief or disability.

The emphasis at Caversham Primary School is on the promotion and development of positive, good behaviour. So it is through our Behaviour and Anti-Bullying Policy that we seek to ensure that bullying does not occur.

However it is important to recognise that bullying can occur and should never be ignored. This anti-bullying policy is in place to enable all pupils, staff and parents to recognise bullying and to handle any instances sensitively, consistently and appropriately.

'Bullying is behaviour, usually repeated over time, that intentionally hurts another individual or group, physically or emotionally.' DFE

- **Physical** e.g. damaging school work, property, jostling
- **Verbal** e.g. name calling, put-downs, merciless teasing, mocking, threats, extortion
- **Emotional** e.g. power abuse, exploiting fear, isolation, exclusion
- **Cyber bullying**

The two most common forms of bullying in schools today are related to:

- **Being overweight**
- **Homophobic bullying**

The following rights are being taken away from a child if they are being bullied, taken from the UN Convention on the rights of the child:

Article 16

You have the right to privacy. The law should protect you from attacks against your way of life, your good name, your family and your home.

Article 14

You have the right to think and believe what you want and to practise your religion, as long as you are not stopping other people from enjoying their rights. Parents should guide children on these matters

If there is reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm, then a bullying incident will be addressed as a safeguarding issue. (The Children Act 1989)

Recognising Bullying

We understand that bullying can occur despite everyone's efforts to ensure that it does not. A child who is being bullied may display some or all of the following signs:

- Becoming withdrawn
- Deterioration in work and motivation
- Reluctance to take part in activities previously enjoyed
- Spurious illness
- Unexplained injuries
- Nightmares, bed wetting
- Refusal to talk about what is wrong
- Running away; seeking isolation
- Desire to remain with an adult
- Erratic attendance
- Late arrivals or unwillingness to come to school
- General unhappiness/anxiety/fear/consistent complaining

We encourage parents to share with us any anxieties or concerns which children might have shared with them at home. We will contact parents if there is serious concern about a child's attitude, behaviour, relationships or work.

All children are encouraged to talk about bullying and to inform an adult if they are the victims, or think that another child might be.

Strategies for dealing with bullying

It is our school's policy to foster a climate in which pupils and staff accept individual differences and encourage mutual respect within a framework which does not tolerate bullying-in any form.

Prevention:

We seek to prevent instances of bullying by:

- Regular discussions with lunchtime controllers
- Class teachers liaising with lunchtime staff
- Assemblies,
- Through the **Personal and Social Education (PSHE)** curriculum, beginning as soon as the children enter school, which emphasises self-esteem. (See also **PSHE scheme of work and policy**)
- Clear teaching that use of prejudiced language is unacceptable
- Y6 monitors, and Y5 friendship monitors.
- Campaigns and posters,
- School council
- An emphasis on, and reward of, good behaviour
- Regular liaison with outside agencies such as the Education Welfare Officer, the LA's Educational Psychologists, the School Nurse, the LA's Behaviour Support Team, INSET and advice from Kidscape.

All play times are fully supervised by adults who circulate around their area and encourage constructive, safe, interesting activities. Lunchtime playtimes also have a play leader who organises games for any child to join. Year 5 children also play the role of Friendship Monitors who can be approached by any child looking for help and or friendship during playtimes. They wear yellow bands, operating a rota and can be found near the Friendship Station 'Lollipop'.

All staff listen to children and children are treated so that they feel that they can talk to a teacher, classroom assistant, dinner controller or the head teacher in confidence.

Bullying Outside school premises

The school also has the authority to regulate pupil's conduct when they are not on school premises, i.e. on the way to and from school, under Section 89(5) of the Education and Inspections Act.

Reporting:

If a child does report an instance of bullying then the matter is recorded and investigated immediately by both the class teacher and the head teacher. A diary of incidents is kept in the office.

See also the school and RBC **Anti-Racism policy** and reporting procedures, also **Inclusion policy**.

Any children involved are asked to talk about the incident individually in a calm and sensitive manner. The child who is thought to be the victim is praised for coming forward, reassured and encouraged to give details. Intervention is even-handed and consistent. **Care is taken to distinguish between major and minor incidents.**

Bullying incidents are investigated by the Head teacher and reports are stored electronically.

Parents of the children concerned are informed - both bully and victim if the head and staff conclude that bullying actually took place.

Victims are praised for their courage and good sense. Where possible the bully formally apologises to the victim in private with a senior member of staff present.

Bullies are encouraged to discuss their behaviour and to understand why it is not acceptable and to understand the sadness it brings to another child. It is made clear to the child that it must not happen again **and the consequences should it re-occur**. **See Sanctions; Behaviour Policy.**

Appropriate sanctions for the bully are discussed with the parents and class teacher. The child who has bullied is given help and support to modify their behaviour/ unhappiness but **must be very clear that bullying is not tolerated**. Support is given to improve social skills, raise self-esteem and help them to form relationships based on mutual trust rather than on intimidation.

If you feel that your child is the victim of bullying, please speak in confidence to your child's class teacher.