



Paganel Primary School

Anti-Bullying Policy

Why?

At Paganel we are committed to providing a caring, friendly and safe environment for all our pupils so they feel secure enough to learn successfully. Bullying of any kind is unacceptable and is not tolerated at our school; it has a profound impact on both the victim and the bully and is detrimental to their emotional state and learning experiences in school. No one deserves to be a victim of bullying and everyone has the right to be treated with respect. Pupils who are bullying others need to learn different ways of behaving and we believe it is our responsibility to respond promptly and effectively to bullying to ensure these individuals are supported in making the necessary changes to their choices.

This policy aims to ensure all governors, teaching and non-teaching staff, pupils and parents/carers of Paganel Primary School have a clear understanding of what bullying is, how to report bullying, what should be done if bullying occurs and how individuals will be supported if subjected to bullying.

What?

At Paganel Primary School we believe it is vitally important for the whole school community to have a clear understanding of what bullying is, we believe bullying is:

- Hurting someone's body
(e.g. punching, kicking, pushing, hitting, any use of violence or form of unwanted physical contact)
- Hurting someone's feelings
(e.g. leaving someone out, saying nasty things to or about someone, name calling, making rude gestures towards someone)
- Forcing someone to do something that they do not want to do
(e.g. making someone break the school's golden rules)
- Cyber bullying
(e.g. sending nasty texts, emails, making unkind comments on social networking sites).

The things above are considered to be bullying if they happen repeatedly and are done deliberately by individuals or in groups.

How?

Bullying occurs at every school. At Paganel Primary School we believe that establishing and maintaining an ethos where children feel secure, are encouraged to talk and are listened to is vital for the prevention of bullying. This means ensuring the children know that there are adults in the school who they can approach if they are worried or in difficulty, and including in the curriculum activities and opportunities which equip children with the skills they need to be safe from bullying.

Knowing where and when bullying is most likely to occur is the vital first step towards dealing effectively with the problem. We know from experience that bullying is least likely to occur during lesson times and most likely to occur when there is less supervision e.g. during play or lunchtime.

To prevent bullying the school takes the following actions:

- Engages as a whole school in anti-bullying week.
- Have a clear set of golden rules and core values which promote respect and appropriate, kind conduct towards others.
- Show and talk to children about the types of behaviour we expect in school.
- Ensure that staff model good behaviour and communication skills, with pupils and adults in the school.
- Reward good behaviour choices (see behaviour policy for incentives used in school).

- Value each child as an individual.
- Discuss the different kinds of bullying behaviour.
- Encourage children to talk and listen.
- Making use of the restorative approach when dealing with issues between individuals or groups to resolve conflict and consider appropriate choices for moving forward.
- Use peace circles to discuss bullying behaviours and to support children in thinking more deeply about the concept of bullying.
- Take all reports of bullying seriously, listen carefully to all parties who report bullying.
- Monitor places where bullying may occur closely.
- Continually work to improve playtimes and lunchtimes to ensure pupils are engaged appropriately with each other.
- Seek to learn from the effective anti-bullying practices in other educational settings and utilise support from the local authority and other relevant organisations where appropriate.

When bullying occurs we believe that not only is the child being bullied a victim, but also the child doing the bullying. We believe that children who bully do so for a reason, and unless we attempt to understand the reason in each case, we are unlikely to successfully solve the problem.

If bullying occurs at Paganel Primary School we expect the following actions to be taken:

- 1). Report bullying incidents to staff. The first person to talk to would be the class teacher or teaching assistant, although any member of staff that the child or parent/carer feels comfortable with can be approached.
- 2). The bullying behaviour or threats of bullying must be investigated by the member of staff informed or passed to a more appropriate member of staff for investigation if necessary, and the bullying stopped quickly.
- 3). All incidents should be recorded on My Concern.
- 4). If necessary and appropriate, the police will be consulted.
- 5). The bullied child will be supported to ensure they recover from the incident. They may be referred to the Pastoral Manager or Learning Mentors for further support if necessary.
- 6). The bully/bullies will be supported in order to understand why they are bullying and to help them carefully consider and change their behaviour. They may be referred to the Pastoral Manager or Learning Mentors for further support if necessary. We recognise that there are different reasons behind bullying and will try to support a child who has bullied another in line with their needs.

e.g. Passive bully – People who are led into bullying and are trying to protect themselves.

Aggressive bully – People who wish to dominate and have poor control, have good self-esteem and are insensitive to the needs of others.

Anxious bully – People who are victims themselves and are angry at others and have a strong sense of failure. Poor choices are used to confirm poor self-image.

7). At an appropriate time the children will be brought together for a restorative conversation to repair the relationship and ensure the children can move forward in a positive fashion.

*Depending on the seriousness of the problem other consequences for the bully will be considered.

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

Who?

Key roles and responsibilities:

Individual/Group:	Responsibilities:
All staff	<p>All adults should have an awareness of this policy and act in accordance with its guidelines.</p> <p>All adults at Paganel Primary School should be aware of the possible signs of bullying and they should investigate if a child:</p> <ul style="list-style-type: none">-Is frightened of walking to or from school.-Changes their usual routine.-Becomes reluctant to attend school.-Becomes withdrawn, anxious or low in confidence.-Tries to abscond from school.-Has emotional outbursts.-Regularly complains about feeling ill.-There is a decline in the quality of the child's school work.-Child's possessions are often damaged or go missing.-Child asks for money or starts stealing money (to pay the bully).-Has unexplained cuts or bruises.-Becomes aggressive, disruptive or unreasonable.-Begins bullying other children or their siblings.-Stops eating.-Is frightened to say what is wrong.-Is afraid to use the internet or mobile phone.-Gives improbable excuses for their behaviour. <p>*This list is not all encompassing, a child who is being bullied may also display other behaviours.</p> <p>These signs and behaviours could indicate other problems, but bullying should be considered as a possibility and should be investigated.</p>
Teachers	<p>To have awareness of this policy and act in accordance with its guidelines.</p> <p>To listen carefully when incidents of bullying are reported and thoroughly investigate the incident.</p> <p>To support children to recover from incident(s).</p> <p>To support children who have bullied to recover and change their behaviour to ensure bullying stops and does not re-occur.</p> <p>To communicate with parents to ensure they are aware of outcomes of investigations and action that has been taken.</p> <p>To conduct restorative conversations to ensure the relationship between pupils is restored.</p>
Learning mentor	<p>To support in the investigation of bullying incidents.</p> <p>To provide additional support (where required) to those impacted by bullying incidents.</p> <p>To communicate with parents, pupils and school staff about the outcomes of investigations and actions that have been taken.</p> <p>To conduct restorative conversations to ensure the relationship between pupils is restored.</p>
Deputy Head Teacher (Behaviour)	<p>To review the policy annually to ensure it still reflects the needs of the school community.</p> <p>To support where necessary with incidents of bullying, both conducting investigations and implementing actions.</p> <p>To communicate the policy to the school community and to ensure that disciplinary measures are applied fairly, consistently and reasonably when needed.</p>
Head teacher	<p>To communicate the policy to the school community and to ensure that disciplinary measures are applied fairly, consistently and reasonably when needed.</p>
Parents	<p>To report incidents of bullying to their child's class teacher.</p>

	To support their children and work in partnership with the school to successfully resolve bullying incidents. Support the use of the anti-bully policy and its associated procedures.
Governors	The role of governors is to take a lead role in monitoring and reviewing this policy. The governors will receive reports from SLT about the quantity of bullying incidents at Paganel Primary School and the outcomes of these incidents.

This policy should be used in conjunction with the schools:

-Behaviour Policy.

-Restorative Practice Policy.

-Equality policy.