



# Anti-Bullying Policy

**Signed:** *Frans Bakes*

**Headteacher**

**Reviewed:** November 2023

**Next Review:** November 2024

# EAST TILBURY PRIMARY SCHOOL

## **What is bullying?**

Bullying, either verbal or physical, will not be tolerated in this school. It is everyone's responsibility to prevent it happening and, with this in mind, guidelines have been laid down as part of the Trust's Behaviour Statement and the School Policy.

## **What types of bullying are there?**

- Emotional (being unfriendly, excluding, tormenting, threatening behaviour)
- Verbal (name calling, sarcasm, spreading rumours, teasing)
- Physical (pushing, kicking, hitting, punching or any use of violence)
- Extortion (demanding money/goods with threats)
- Cyber (all internet, email and internet chatroom misuse)
- Mobile threats by text messaging and calls
- Misuse of associated technology i.e. cameras and video facilities including those on mobiles.
- Racist (racial taunts, graffiti, gestures)
- Sexual (unwanted physical contact, sexually abusive comments)
- Homophobic (because of, or focusing on the issue of sexuality)
- Religious (taunts, abusive language, name calling in relation to an individual's faith)

## **Factors significant in any bullying activity**

- Is deliberate and persistent hurtful behaviour
- Is difficult for those being bullied to defend themselves
- Occurs over a prolonged period of time, rather than being a single aggressive act.
- Involves an imbalance of power, the powerful attacking the weak.
- Can be verbal, physical or psychological
- Can be racial or sexual harassment

## **Why are we against bullying?**

"Every Child Matters"...because

- Everyone has the right to feel welcome, secure and happy
- We should treat everyone with consideration
- If bullying happens it will be dealt with quickly and effectively
- It is important to tell someone
- Bullying of any kind is unacceptable at our school.

## **What are the signs and symptoms of bullying?**

A person may indicate by signs or behaviours that they are being bullied. Everyone should be aware of these possible signs and action should be taken if the person;

- Is frightened of walking to or from school or changes route
- Doesn't want to go to school
- Changes their usual routine.
- Becomes withdrawn, anxious or lacking in confidence.
- Becomes aggressive, abusive, disruptive or unreasonable
- Feels ill in the morning
- Performance in school begins to drop
- Ask for money or starts stealing money
- Nervous or jumpy

### **How can we prevent Bullying?**

East Tilbury Primary School will:

- Take all allegations of bullying incidents seriously
- Record, report and act on all incidents thoroughly and maintain records of the process
- Ensure that bullies and victims are interviewed separately
- Obtain witness information
- Keep a record of the incident, processes, and outcomes with an end date
- Inform staff if a pupil is being bullied
- Take action to prevent repeated incidents
- Inform governors of recorded incidents and action taken
- Inform parent/carers of the incident, of proposed strategies to be taken, and aim to work in partnership with parent/carers to improve behaviour
- Work in school which develops empathy and emotional intelligence (PSHE/RSE) and participate in Anti-Bullying Week.

### **Why is it important to respond to allegations of bullying?**

Bullying Hurts!

- Everybody has the right to be treated with respect
- Everybody has the right to feel happy and safe
- No-one deserves to be a victim of bullying
- Bullies need to learn different ways of behaving.

### **Approach**

The school will react firmly and promptly where bullying is identified. There is a range of sanctions available, these include:

- Teacher/Year Group leader discussions with children and, where necessary, involvement of parent/carer
- Pastoral discussions with children involved
- Referral to Behaviour Lead or, in their absence, the Deputy Headteacher
- Withdrawal of certain privileges or activities
- Internal suspension
- Suspension from school, fixed term
- In extreme cases, and following significant intervention, bullying may lead to permanent exclusion from the school.

The School Council designed posters that show the flow of actions to follow if bullying is witnessed or experienced, these are on display around the school and on our website with this policy (see appendix 1)

Other factors which must be examined:

- The nature of the bullying
- The severity of the bullying
- The frequency of the bullying
- The motivation of the bullies
- The number of bullies involved

### **Strategies for dealing with bullying**

- A school policy known and supported by teachers, pupils, parent/carers and governors
- Recording and reporting of all incidents to governors on a termly basis
- Whole school ethos and school values promote positive behaviour
- Involve Pastoral, Mid-day Assistants & LSAs in training and discussion of how to affect better behaviour in the playground.
- The use of lunchtime clubs to provide positive activities to work with children.
- Older, more responsible pupils (buddies) paired with younger, more vulnerable pupils. Play leaders encouraged to work with younger year groups.
- Wellbeing Champions in every classroom to promote positive behaviour choices
- Experiment with staying in at playtime, and increasing supervision at that time through pastoral team. Involvement of parent/carers at an early stage.
- PSHE and RSE curriculum used to promote Co-operative values and British Values

- Encourage pupils to realise it is their responsibility to ensure the safety and welfare of all, and by reporting bullying incidents they are not telling tales.
- Identify a person to whom the pupil can speak in confidence
- Report our work in the school newsletters, and actively encourage parent/carers to come into school and speak to staff about their concerns.
- Encourage children to use the Worry boxes in school to highlight any concerns.
- SLT to respond swiftly when concerns of bullying behaviours are raised

### **The school will**

- Support children who are being bullied
- Help bullies to change their behaviour
- Take bullying seriously

Our school will respond promptly and effectively to reported incidents of bullying.

*This policy will be reviewed annually by the School Learning Council in the Summer term.*

Appendix 1

## **PROCEDURES IN SCHOOL FOR REPORTING BULLYING**

**Child is bullied**

**Step 1A**  
Self-referral by pupil using the worry box

**Step 1B**  
Pupil personally approaches:  
Buddy  
Class teacher  
Non-teaching trusted member of the school community  
Support Staff  
Parent/Carer  
School Council/Prefects

**Step 2**  
Pupil meets with class teacher/pastoral team  
Discussion on the facts  
Suggested ways forward  
Short time review

**If continues**

**Step 3**  
AHT/Behaviour Lead/Senior member of staff  
Discussion/Interview with all parties  
Will use: suggested and agreed actions/strategies  
Parents/carers informed  
Short term review  
Supportive Circle of Friends led by the Pastoral Team

**If continues**

**Step 4**  
Headteacher with anti-bullying responsibility signposts to help strategies delivered by 'trained' personnel eg:

- Buddy support
- Restorative justice (stage 5)
- Mediation/counselling (referral)
- Anger management training & self-help (referral)
- External Agencies

Liaise with parents/carers; incident of bullying reported to school governors

**If continues**

**Step 5**  
Headteacher & Chair of Governors to inform/seek advice from the CEO of the Trust.