

**Anti-bullying Policy**

**Review Date: October 2021**

**Next Review Date: October 2022**

**Ethos Statement**

Pakeman School offers a positive, safe learning environment for its community, in which everyone has equal and individual recognition and respect. We celebrate success and are committed to the continuous improvement and fulfilment of potential in every child. We encourage increasing independence and self-discipline amongst the pupils. Everyone within the school has an important role to play in sharing responsibility for the development of this policy.

**Statement of Intent**

At Pakeman 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. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should feel confident to tell an adult and know that incidents will be dealt with promptly and effectively. We are a TELLING school. This means that anyone who knows that bullying is happening is expected to tell the staff.

**What Is Bullying?**

Bullying is the intention of hurting another person. Bullying results in pain and distress to the victim.

Bullying can be any form of peer-on-peer abuse, including:

* Emotional - being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
* Physical - pushing, kicking, hitting, punching or any use of violence
* Racist - racial taunts, graffiti, gestures
* Sexual - unwanted physical contact or sexually abusive comments, harmful sexual behaviour and upskirting
* Homophobic- because of, or focusing on the issue of sexuality
* Verbal - name-calling, sarcasm, spreading rumours, teasing
* Cyber - all areas of the internet , such as email and internet chat room misuse
* Mobile – sexting and threats by text messaging, calls or social media
* Misuse of associated technology - i.e. camera and video facilities, including upskirting

**What is Peer on peer abuse?**

* Peer-on-peer abuse can manifest itself in many ways. This may include bullying (including cyber bullying), physical abuse, sexual violence / sexual harassment, ‘upskirting’, ‘sexting’ or initiation / hazing type violence and rituals. We do not tolerate any harmful behaviour in school and will take swift action to intervene where this occurs. We use lessons and assemblies to help children understand, in an age-appropriate way, what abuse is and we encourage them to tell a trusted adult if someone is behaving in a way that makes them feel uncomfortable. Our school understands the different gender issues that can be prevalent when dealing with peer-on-peer abuse.

## **Online safety**

School staff are aware that technology is a significant component in many safeguarding and wellbeing issues:

* Children are at risk of online abuse as well as face to face
* Peer-on-peer abuse can happen online through:
* Abusive, harassing and misogynistic messages
* Non-consensual sharing of indecent nude and semi-nude images/videos especially in chat groups
* Sharing of abusive images and pornography, to those who do not want to receive it

Staff are kept updated regularly and engage with appropriate training. They should:

* Recognise and respond to the indicators
* Recognise it may be taking place, even if not reported
* Understand their role in preventing and responding where a child is at risk
* Understand the importance of challenging inappropriate behaviours to ensure a safe environment and not to normalise abuse
* Recognise it can take place inside and outside of school and/or online

At Pakeman Primary School we have a preventative curriculum in place which ensures children are taught about safeguarding, including how to stay safe online. Our curriculum tackles (in an age-appropriate and inclusive way) issues such as:

* Healthy and respectful relationships
* What respectful behaviour looks like
* Consent
* Gender roles, stereotyping and equality
* Body confidence and self-esteem
* Prejudiced behaviour
* Sexual harassment

**Why is it Important to Respond to Bullying?**

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving. Schools have a responsibility to respond promptly and effectively to issues of bullying.

**Objectives of this Policy**

* All governors, teaching and non-teaching staff, pupils and parents/carers should have an understanding of what bullying is.
* All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
* All pupils and parents/carers should know what the school policy is on bullying, and what they should do if bullying arises.
* As a school we take bullying seriously. Pupils and parents/carers should be assured that they will be supported when bullying is reported. Bullying will not be tolerated.

**Signs and Symptoms**

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

* is frightened of walking to or from school
* doesn't want to go on the school / public transport
* begs to be driven to school
* changes their usual routine
* is unwilling to go to school (school phobic)
* begins to truant
* becomes withdrawn, anxious or lacking in confidence
* starts stammering
* attempts or threatens suicide or runs away
* cries themselves to sleep at night or has nightmares
* feels ill in the morning
* begins to do poorly in schoolwork
* comes home with clothes torn or books damaged
* has possessions which are damaged or "go missing"
* asks for money or starts stealing money
* has monies continually "lost"
* has unexplained cuts or bruises
* comes home starving (money / lunch has been stolen)
* becomes aggressive, disruptive or unreasonable
* is bullying other children or siblings
* stops eating
* is frightened to say what's wrong
* gives improbable excuses for any of the above
* is afraid to use the internet or mobile phone
* is nervous and 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.

**Procedures**

1. Report bullying incidents to staff.

2. In all cases of bullying, the incidents will be recorded by staff on CPOMS.

3. In serious cases parents/carers should be informed and will be asked to come in to a meeting to discuss the problem.

4. If necessary and appropriate, the police will be consulted.

5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.

6. The pastoral care team and other staff will work with the child that has bullied to help them to change their behaviour.

**Outcomes**

1. The child that has bullied will be asked to genuinely apologise. There may be other consequences too.

2. In serious cases, suspension or exclusion will be considered.

3. If possible, the pupils will be reconciled.

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

**Prevention**

The methods employed for helping children to prevent bullying, as and when appropriate, may include:

* writing a set of school rules
* signing a behaviour contract
* writing stories or poems or drawing pictures about bullying
* reading stories about bullying or having them read to a class or assembly
* making up role-plays
* having discussions about bullying and why it matters