



Castle View Primary School Anti- Bullying Policy

This policy has been reviewed on 24th June 2020 and has been impact assessed in light of all other school policies and the Equality Act 2010.

Signed: Sue Jones	
Position: Chair of Governors	
Date: June 2020	Review Date: June 2023
Minute Number: LG06/20.12.11	

Position Statement.

At **Castle View Primary School** we believe it is important to our pupils and wider school community that our Anti Bullying Policy is both proactive and reactive.

We aim to be proactive by:

- Raising awareness of bullying and what is classed as bullying through the curriculum, Assemblies, circle time, our PSHE programme as well as providing pupils with easy to access support for example via the school council's, 'Anti-bullying help and advice leaflet' and Pastoral support
- Acknowledging that at Castle View we consider Bullying to be unacceptable and we are committed to dealing with it.
- By creating and supporting a culture and ethos of mutual respect, tolerance, consideration and care for others.
- Building in monitoring and evaluation mechanisms to ensure that the policy and procedures reflect the needs of our school community and are consistently applied by all staff and volunteers.
- Ensuring that all staff and volunteers are aware of the Anti-bullying policies and procedures.

be reactive by:

- Having clear and robust procedures designed to care for and support the person who has been bullied and address the behaviour/s of the young person/people doing the bullying in the medium and long term by understanding and challenging their behaviour
- Setting clear procedures to deal with incidents when they are reported.

What is Bullying?

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally.

Bullying can take many forms (for instance, cyber-bullying via text messages, social media or the internet), and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, SEND, appearance, a health condition or because a child is adopted or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences.

Bullying can be..

Emotional: hurting people's feelings, leaving them out.

Physical: punching, kicking, spitting, hitting, pushing.

Verbal: being teased, name calling.

Cyber: saying unkind things by text, email, online or on social media sites.

Racist: calling people names because of the colour of your skin.

A bully is:

Anti-bullying policy. Castle View Primary School, School Road, Matlock. Derbyshire. DE4 3DS. Tel: 01629 582699. Email: info@castleview.derbyshire.sch.uk. Headteacher: Clare Peat Chair of Governors: Sue Jones.

A bully is someone who hurts someone more than once.

Several
Times
On
Purpose

What do we do to prevent bullying in our school?

At Castle View Primary School we have developed the school curriculum to provide a structured planned approach to raise awareness of bullying. Pupils are given the skills to tackle any bullying issues. School staff proactively gather information about issues between pupils, which might provoke conflict, and teach strategies to prevent bullying occurring in the first place. This involves encouraging pupils to talk openly and honestly about their feelings. The school ethos and culture is of openness, trust and respect. Pupils are encouraged to question, challenge and discuss views and differences. Staff themselves will be able to determine what will work best for pupils, depending on the particular issues they need to address.

The school will take any complaint about bullying seriously and resolve the issue in a way that protects the child, and reinforces the behaviour policy.

We encourage the children to:



Start

Telling

Other

People

We will:

- **Involve parents** to ensure that they are clear that the school does not tolerate bullying and are aware of the procedures to follow if they believe that their child is being bullied.
- **Involve pupils.** All pupils understand the school's approach and are clear about the part they can play to prevent bullying, including when they find themselves as bystanders.
- **Regularly evaluate and update our approach to take account of developments in technology**, for instance updating 'acceptable use' policies for ICT.
- **Implement disciplinary sanctions.** The consequences of bullying reflect the seriousness of the incident so that others see that bullying is unacceptable.
- **Openly discuss differences between people that could motivate bullying**, such as religion, ethnicity, disability, gender or sexuality. We also consider children with different family situations, such as looked after children or those with caring responsibilities.

- **Use specific organisations or resources to help with particular problems.** Where appropriate we will draw on the experience and expertise of anti-bullying organisations with a proven track record and/or specialised expertise in dealing with certain forms of bullying.
- **Provide effective staff training.** This policy will be most effective when all school staff understand the principles and purpose of the school's policy, its legal responsibilities regarding bullying, how to resolve problems, and where to seek support.
- **Work with the wider community** such as the police and children's services where bullying is particularly serious or persistent and where a criminal offence may have been committed. Where appropriate we will also work with other agencies and the wider community to tackle bullying that is happening outside school.
- **Make it easy for pupils to report bullying** so that they are assured that they will be listened to and incidents acted on. Pupils should feel that they can report bullying which may have occurred outside school including cyber-bullying.
- **Create an inclusive environment.** Pupils should feel safe and feel they can openly discuss the cause of their bullying, without fear of further bullying or discrimination.
- **Celebrate success.** Celebrating success is an important way of creating a positive school ethos around the issue.

The school behaviour policy supports the principles of this policy and sanctions will be applied in line with it.

Reporting Bullying incidents.

Pupils are encouraged to report incidents of bullying to **any** member of staff.

Staff

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff.
- a clear account of the incident will be recorded which should then be passed to the Pastoral Manager /Headteacher.
- The Headteacher or Pastoral Manager will interview all parties involved and record discussions, outcomes taken and with whom.
- All records will be uploaded on to 'My concern'.
- Class Teachers will be kept informed.
- All staff will be made aware at weekly briefing of any issues or concerns to be aware of and any updates.
- Parents will be kept informed.
- Punitive measures may be used as appropriate and in consultation with all parties concerned. All records pertaining to bullying incidents will be kept in each individual's concerned personal folder which is kept for the duration of the individual's school years. If there are a large amount of allegations made against an individual or if they have happened in year 6 a record of these incidents will be passed to their secondary school.
- The police will be contacted if a bullying incident could lead to the immediate or potential harm to a pupil.

The Pastoral Manager will keep an ongoing record of incidents of bullying, monitor and carry out any actions needed. These figures will be reported to Governors.

Pupils who have been bullied will be supported by

- knowing who and how to report any incidents of bullying.
- offering an immediate opportunity to discuss the experience with a member of staff of their choice
- reassurance that bullying will not be tolerated and will be dealt with
- offering continuous support
- restoring self-esteem and confidence.

Pupils who have bullied will be helped by:

- discussing what happened
- discovering why the pupil became involved
- identifying the wrong doing and the need to change
- Informing parents or guardians to help change the attitude of the pupil.
- Restoring self-esteem and confidence as appropriate.
- Pupil advice booklet (appendix 1)

Criminal Law.

Although bullying in itself is not a specific criminal offence in the UK, it is important to bear in mind that some types of harassing or threatening behaviour – or communications – could be a criminal offence, for example under the Protection from Harassment Act 1997, the Malicious Communications Act 1988, the Communications Act 2003, and the Public Order Act 1986. If school staff feel that an offence may have been committed they should seek assistance from the police.

The age of criminal responsibility is 10.

Safeguarding children and young people

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 child is suffering, or is likely to suffer, significant harm'. Where this is the case, the school staff should report their concerns to their local authority children's social care – Starting Point (Tel: 01629 533190). Even where safeguarding is not considered to be a concern, the school may need to draw on a range of external services to support the pupil who is experiencing bullying, or to tackle any underlying issue which has contributed to a child engaging in bullying.

Policy development and review.

This document is freely available to the entire school community. The policy will be promoted and implemented throughout the school.

This Policy will be reviewed annually by the governing body and will be adjusted in line with any subsequent guidance from the DFE.

Appendix 1 Pupil advice booklet



"We promise ...

- to work together,
- to listen,
- be honest,
- to look after each other
- help everyone so that they treat each other as they want to be treated."

- Staff and Governors of Castle View Primary School



Mrs Travis our very own Superwoman!



Castle View Primary School

Anti-bullying

Help and Advice

Everyone has the right to feel happy and safe ...say **NO** to bullies.



Start Telling Other People

What is a bully ?

A bully is someone who hurts someone more than once.

Several Times On Purpose.



DO...

- Tell someone
- a friend
 - a teacher
 - your family
 - playground buddy
 - mid-day supervisors
 - someone you trust



DON'T...

- keep it to yourself
- do what they say.
- think it is your fault
- hide it.

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Castle View Primary School
Anti-bullying poster. Developed by the School Council to help keep everyone safe and happy.