



## **Anti-Bullying Policy**

(to be read in conjunction with the Positive Behaviour Policy and the RHE Policy)

### **Introduction:**

It is a basic entitlement of all children, irrespective of gender, ability, disability, race, religion or belief, to receive their education free from humiliation, oppression and abuse.

We are committed to providing a safe, caring and friendly environment for everyone at Pentland, so they can learn and work in a happy and secure atmosphere. Bullying of any kind is unacceptable at our school.

If bullying of any kind does occur, the victim should feel secure enough to be able to report it and know that it will be dealt with promptly and effectively. We recognise that preventing, raising awareness and consistently responding to any cases of bullying should be a priority to ensure the safety and well-being of pupils and staff.

We are committed to safeguarding and promoting the welfare of pupils and young people and expect all staff and volunteers to share this commitment.

In line with the Equality Act 2010, it is essential that our school:

- Eliminates unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act;
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it; and
- Foster good relations between people who share a protected characteristic and people who do not share it.

### **Definition of Bullying:**

“When a person or persons deliberately sets out to intimidate or humiliate their victim in order to cause distress or fear, using physical, verbal or indirect means.”

It is important to note that all bullying is aggression, either physical, verbal or psychological, although not all aggression is bullying.

Bullying results in pain and distress to the victim. It is important that children are helped to recognise that bullying can take place involving someone they otherwise trust, e.g. a friend.

Bullying can be:

- Emotional - being unfriendly, excluding, tormenting (e.g. 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
- Homophobic or Transphobic - because of, or focusing on the issue of sexuality
- Verbal - name-calling, sarcasm, spreading rumours, teasing

- Cyber - All areas of online, such as via email or internet chat rooms, misuse of mobile phones, e.g. threats by text messaging, calls and via social media sites, misuse of associated technology, e.g. camera or video facilities

### **Aims of this Policy:**

- To ensure all staff, governors pupils and parents have an understanding of what bullying is.
- To ensure that as a school we take bullying seriously and that everyone is fully aware that bullying of any kind will not be tolerated
- To ensure all governors and staff are clear about the procedures to follow within school, should any incident of bullying occur
- To assure pupils, parents and staff that they will be supported when bullying is reported.

### **Vulnerable Groups:**

Whilst we know that anyone can be a victim of bullying, we do also recognise that some groups of people may be more vulnerable to bullying, including:

- Looked After Children
- Gypsy, Roma and Traveller children
- Children with Special Educational Needs or Disabilities (SEND)
- Children from ethnic minorities
- Children entitled to Free School Meals
- Children for whom English is an Additional Language
- Children who are perceived to be gay, lesbian, bisexual or transsexual

### **Bullying Prevention:**

Preventing and raising awareness of bullying is essential in keeping incidents in our school to a minimum. Through assemblies and PSHE lessons in particular, but also through stories, pupils are given regular opportunities to discuss what good friendships are, the need to respect for everyone and what constitutes bullying, as well as incidents we would not describe as bullying, such as two friends falling out, or a one-off argument.

An annual 'Anti-bullying Week' is held to further raise awareness. Online safety is an important part of the Curriculum and information for parents is included in newsletters and on the School's website.

Through the ethos of our school, our responses to each other (children and staff), PSHE and School Assemblies, we strive to develop:

- An understanding of the difference between right and wrong
- Respect for all adults in school
- Respect for each other and property
- A concern for how our actions may affect others
- Moral behaviour

### **Behaviour Policy:**

Our Positive Behaviour Policy includes rewards and sanctions which are used consistently, alongside positive relationships, to prevent inappropriate behaviour, and promote positive behaviour.

### **Signs and Symptoms:**

Children are taught to always tell an adult if they are, or believe someone else to be, a victim of bullying. However, a child may also indicate that they are being bullied through other signs or behaviour; adults should be observant and take actions to investigate further should they notice the any of the following:

- has obvious personality changes
- is unwilling to go to school (school phobic)
- becomes withdrawn anxious, or lacking in confidence
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- regularly has damaged clothing during the day
- has possessions which are damaged or " go missing"
- has unexplained cuts or bruises
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- gives improbable excuses for any of the above

All of these signs and behaviours could also indicate other problems, but bullying should be considered a possibility, and should be investigated.

### **Responding to Bullying:**

We strive to be a 'listening school' and we take seriously all experiences of bullying and hurtful behaviour resulting from bullying.

If witnessed first-hand, the offending action should be stopped immediately and disapproval shown.

All cases of alleged bullying can and should be reported to any member of staff within school. The member of staff who receives the information, should be reported to the Headteacher/Deputy Headteacher or a senior member of staff.

In any case of alleged bullying, either the Classteacher, the Headteacher, or a senior member of staff should first establish the facts, and build an accurate picture of events over time, through speaking to the alleged perpetrator(s), victim(s) and any witnesses – children and adults – if appropriate.

It is important to deal with incidents in a timely manner.

If the allegation of bullying is upheld, the Headteacher (or senior leader) should seek to use a restorative approach with the perpetrator(s) and victim(s) together. The perpetrator(s) should fully understand the consequences of their actions on the victim(s). The perpetrator (s) will be asked to genuinely apologise. Other sanctions may take place.

Whenever possible, the pupils will be reconciled. Both parties should be clear that a repeat of these behaviours will not be acceptable.

All bullying incidents must be recorded on CPoms.

Parents of both parties should be informed.

After the incident(s) have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place. It must also be stressed to the victim(s) that they must immediately report any further episode of bullying.

If the situation does not improve, the Headteacher (or senior leader) should meet with the parent(s) of the bullying child(ren) and agree clear expectations and boundaries which would be shared with the pupils involved.

Any further incidents should lead to intervention (e.g. through outside agencies), further monitoring, support and punitive sanctions as deemed necessary. Any necessary action should be taken until the bullying has stopped.

It at any point it becomes necessary and appropriate, the police will be consulted. In serious cases, suspension or even exclusion will be considered.

We understand that there may well be underlying issues that are prompting the perpetrator to act in a bullying manner. These will be explored and any further support, guidance or intervention built in in order to ensure the 'bully' changes their behaviour and is helped to move forward in a positive manner.

The school benefits from a trained Emotional Literacy Support Assistant (ELSA) and at any point, she may be asked to work with either, or both, the victim and perpetrator of bullying or harmful behaviour to help uncover any fundamental issues and provide positive strategies and emotional support to ensure helpful relationships and decisions are made going forward.

**Next Review Date:** Autumn 2024 or earlier if determined by statutory requirements or Government guidelines