

Anti-Bullying Policy

2018-19

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Introduction

All children have the right to be safe from bullying, harm and abuse. At Canonbury we will ensure that the victims of bullying are supported and looked after. Our school aims to offer a positive, supportive and safe learning environment for our community, in which everyone has an equal right to be treated with dignity and respect. Bullying of any kind is unacceptable. If bullying does occur, all pupils and adults should be able to tell and know that incidents will be dealt with promptly and effectively. Canonbury is a 'telling school'.

Aims

The aim of this policy is to ensure that all governors, teaching and non-teaching staff, pupils, volunteers and parents:

- have an understanding of what bullying is
- know what the school policy is on bullying and what they should do if bullying arises
- know that as a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported
- know that bullying will not be tolerated

What Is Bullying?

Bullying is defined as deliberately hurtful behaviour, which is unprovoked, often repeated over a period of time, where it is difficult for those being bullied to defend themselves. It may be physical or emotional and includes racist, sexist and homophobic behavior, this also includes LGBT. This behavior can also be communicated remotely, through text messages or other mobile phone apps or via the internet.

Bullying can be:

- Emotional - being unfriendly, excluding others, tormenting (e.g. hiding books, threatening gestures)
- Physical - pushing, kicking, hitting, punching or any use of violence Verbal - name-calling, sarcasm, spreading rumours, teasing
- Online - all areas of internet, such as email & internet chat room misuse, mobile threats by text messaging & calls, misuse of technology.
- Racist - racial taunts, graffiti, gestures
- Sexual - unwanted physical contact or sexually abusive comments
- Homophobic - because of, or focussing on the issue of sexuality

People may be bullied for any reason; because of the way they look, because of their religion, their age, because of learning or physical disability, where they live, their family, their social class or their achievement. Bullying results in pain and distress to the victim. The school challenges all forms of prejudice and prejudice-based bullying, which stands in the way of fulfilling our commitment to inclusion and equality.

Bullying is not:

It is important to understand that bullying is not the odd occasion of falling out with friends, name calling, arguments or when the occasional trick or joke is played on someone. It is bullying if it is done several times on purpose (STOP).

Children sometimes fall out and say things because they are upset. When occasional problems of this kind arise, although unkind, it is not classed as bullying. It is an important part of children's development to learn how to deal with friendship breakdowns or a childish prank. We all have to learn how to deal with these situations and develop skills to repair relationships. Therefore, although we ensure that all children are supported through this process it is not classified as bullying.

Anti-Bullying

At Canonbury we aim to prevent bullying behaviour from happening including via online sources, by teaching children to recognise different forms of bullying and the effects these have on the victim and perpetrator; teaching strategies for prevention ; and by identifying effective procedures for dealing with incidents, and making these clear to children, parents and staff. The school's anti-bullying procedures are monitored and reviewed regularly, as are the number and nature of any incidents. In the case of online bullying, disciplinary sanctions may be imposed even in relation to conduct which takes place outside school premises.

We will:

- Ensure that the whole school understands what bullying means, what a victim is, what bullying behaviour is, and what a bystander is
- Make clear that a zero tolerance approach to bullying is in place in school
- Encourage children to report incidents without feeling they are telling tales
- Stress the role of the bystander – the person who can intervene and help the situation. We encourage the bystander to get involved as opposed to watching and colluding with any bullying they witness
- Take incidents seriously, investigating and if necessary, acting upon them quickly and fairly
- Have a behaviour policy for pupils and staff setting out clear guidelines for managing pupil behaviour both in the playground and in the classroom
- Reward positive behaviour and relationships as outlined in our behaviour policy and through the classroom behaviour card system, achievement assemblies
- Provide opportunities to raise awareness of bullying issues and providing a whole school focus for anti-bullying activities. This will be through whole school events (such as Anti-bullying week) and through key stage assemblies and PSHE/P4C (Philosophy For Children) teaching
- Develop children's own resilience through a PSHE/P4C (Philosophy for Children) and The Canonbury Curriculum. This may involve exploring feelings through role play and viewing bullying situations from both sides.
- Provide a structured, well-staffed playground environment with a variety of activities/equipment for pupils to play with during school breaks

Reporting bullying

All members of the Canonbury community have a duty and responsibility to report bullying, whether they witness it, know of it or suffer from it. Canonbury is a 'Telling School'. Bullying concerns should be reported to school in the first instance.

There are a number of ways bullying can be reported:

- Peer mentors are available at playtimes and lunchtimes to support children and to help victims access support
- Worry Boxes in every classroom, which can be used to report concerns anonymously to a teacher
- Concerns can be passed onto any member of staff. All members of staff have a duty of care to ensure the anti-bullying policy is adhered to when a report is made.
- Circle time for each class regularly can be used as a forum for raising concerns.

Procedures:

Stage 1 actions include:

- Respond sensitively
- Investigate and record the details of the incident as soon as possible
- Report incident to victim's class teacher – intervention in first instance is through the class teacher. If the allegation is of a serious nature then the teacher may deem it necessary to move to stage 2 immediately
- After individual meetings, children may be brought together by a Phase Leader if necessary to discuss the concern and the solution strategy
- All incidents are copied to the Deputy Head, Inclusion and noted in bullying incident file.

Stage 2 actions include:

- Report the incident to the schools Deputy Head, Inclusion who will take statements from all parties.
- The schools Deputy Head, Inclusion will ensure that action is taken and communicate this to all parents.
- The school takes the needs of the victim seriously and support is offered for as long as the victim feels the need
- Meetings are held between victim and perpetrators/bystanders using restorative approaches to achieve resolution and justice as the goal for the session, where appropriate
- Intervention programme for individuals set up with key monitoring targets.

- Development of self-esteem or social intervention work for children who are trapped in the bullying cycle.
- The Deputy Head, Inclusion will follow up incidents to check that bullying has not started again two weeks after report and the following half term

Stage 3 actions include:

- Meeting for children and parents with the Head Teacher and Deputy Head, Inclusion to discuss resolution, targets, next steps and sanctions.

Consequences of Bullying

- Canonbury’s staff team are available to ensure the victim is supported in rebuilding their confidence.
- Support for the perpetrator may include anger management, circle of friends, liaising with parents or referrals to outside agencies (Children Centres, Families First, CAHMS, housing).
- Punishing the perpetrator does not end bullying. At Canonbury Primary School we emphasise that it is the bullying behaviour, rather than the person doing the bullying, that is not acceptable
- The perpetrator will be encouraged to understand how their actions have caused distress and anxiety
- Actions or sanctions, where appropriate, will be in line with the school’s behaviour policy; this may involve: verbal rule reminder, removal of privileges, senior teacher involvement, internal/external exclusion (at the discretion of the Head teacher), in some cases reporting to the police or social services
- We will ensure all actions are fully communicated to the relevant parties and recorded using school record-keeping procedures

Monitoring and Review

Canonbury’s Anti-Bullying Policy is in-line with Local Authority and DoFE Guidelines. All safeguarding policies are reviewed every year.

- The number of bullying incidents are monitored each term by the Deputy Head, Inclusion and reported to the Headteacher and governors.
- Canonbury’s anti bullying policy supports other policies such as our Behaviour Policy, Online safety and Child Protection Policy.

Further Guidance for Children:

- Be kind
- If you see someone being bullied- help them or tell an adult
- If you are being bullied TELL SOMEONE! Talk to a peer mentor or a teacher.
- Use the class Worry Box.
- Speak to your teacher or senior teacher – don't exaggerate, be honest and stick to the facts.
- Write it down or draw a picture if it helps you explain.
- If it does not stop – tell the teacher again.

Further Guidance for Parents:

If your child tells you they are being bullied:

- Listen to your child.
- Try not to overreact.
- Tell your child that bullying exists and it's not their fault.
- Check all the facts
 - is it bullying or friendship problems, which may resolve naturally?
- Talk about possible strategies for your child to use
 - try the websites listed at the end of the policy.
- Encourage your child to tell a teacher, or a senior member of staff.
- If the situation is serious, contact the class teacher yourself.

Help from Outside Agencies:

You may find the following websites useful:-

www.bullying.co.uk
www.bbc.co.uk/education/archive/bully
www.childline.co.uk
www.antibullying.net
www.kidscape.org.uk

You may find the following telephone numbers useful:-

Advisory Centre for Education (ACE) 0808 800 5793
Children's Legal Centre 0845 345 4345
KIDSCAPE Parents Helpline (Mon-Fri, 10-4) 0845 1 205 204
Parentline Plus 0808 800 2222
Youth Access 020 8772 9900