



Anti-Bullying Policy

September 2021

Statement of Intent

At Greenmount Primary School, we are committed to providing a caring, friendly and safe environment for all our pupils so they can learn and achieve. Bullying of any kind is unacceptable in our school. If bullying does occur, all pupils should be able to tell someone and know that incidents will be dealt with promptly and effectively. We are a TELLING school. This means that ANY child who knows that bullying is happening should feel able to tell a member of staff. The ethos of our school fosters high expectations of behaviour and we aim to challenge any behaviour that falls below our expectations.

Introduction

This policy supports Leeds City Council's Anti-Bullying policy.

What is bullying?

Bullying is an unacceptable action, usually repeated over time, taken by one or more children with the **deliberate** intention of hurting another child, either physically or emotionally. Bullying results in pain or distress to the victim. Children may be harmful to one another in a number of ways, this is classified as peer-on-peer abuse.

Bullying can be

- Emotional - being unfriendly, excluding, tormenting or making threatening gestures
- Physical - pushing, kicking, hitting, punching or any use of violence
- Racist - racial taunts, graffiti, gestures
- Based on gender stereotypes
- Based on SEN/ financial differences
- Sexual - unwanted physical contact or sexually abusive comments
- Homophobic Biphobic or Transphobic (HBT) because of or focusing on the issue of sexuality
- Verbal - name calling, sarcasm, spreading rumours, teasing
- Cyber - any variations of the above through the use of the internet/email/internet chat/ games consoles or mobile phones.

Bullying takes place when there is an imbalance of power of one person or persons over another. This imbalance may be in:

- the size of the individual
- the age of the individual
- the numbers or group size involved
- the popularity of the individual
- through anonymity

Why is it Important to Respond to Bullying?

Bullying hurts.

No one deserves to be a victim of bullying.
Bullying has the potential to damage the mental health of a victim.
Everybody has the right to be treated with respect.
Pupils who are bullying need to learn different ways of behaving.

Signs and symptoms for parents and staff

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
- 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 make less effort with school work than previously
- comes home with clothes torn or books damaged
- has possessions which are damaged or " go missing"
- asks for money or starts stealing money
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home hungry (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
- lack of eye contact
- becoming short tempered
- change in attitude to people at home.

These signs and behaviours could indicate other social, emotional and/or mental health problems, but bullying should be considered a possibility and should be investigated.

Aims and Objectives

1. We aim as a school to provide a safe and secure environment where all children can learn without anxiety.
2. We will do all we can to prevent bullying through our school ethos & curriculum, which promotes tolerance and respect, including respect for difference and diversity.
3. This policy aims to produce a consistent, school response to any bullying incidents that do occur.
4. We will make sure that all children know that they need to speak to a member of staff if they feel they or anyone they know is being bullied and they can be confident that they will be listened to, their wishes will be taken into account in resolving the problem and the bully will be confronted in a way that should not cause harm or embarrassment to the victim.
5. We aim to make all those connected with the school aware of our opposition to bullying and we make clear each person's responsibility with regard to the eradication of bullying in our school.

The Role of Staff in School

1. Staff in our school take all forms of bullying seriously and intervene to prevent incidents from taking place.

2. Any incidents or concerns are recorded and shared on CPOMS (our internal electronic monitoring system).
3. If teachers witness an act of bullying, they do all they can to support the child who is being bullied. If a child is being bullied, after consultation with the Headteacher, wider SLT or Inclusion Team, the child's parents/carers will be informed.
4. If staff become aware of any bullying taking place between members of the class, they will deal with the issue as soon as practical and provide appropriate support to the victim of the bullying.
5. Teachers attend appropriate training on dealing with bullying and other unacceptable behaviour in school.
6. Staff attempt to support all children in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.

The Role of Parents/ Carers

1. Parents/ Carers who are concerned that their child might be being bullied or who suspect their child might be the perpetrator of bullying should contact their child's class teacher immediately. They should not approach other parents – especially in a confrontational or judgemental way.
2. Parents must not attempt to sort the problem out themselves by speaking to the child whom they think has been behaving inappropriately towards their own child.
3. Parents/ Carers have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school community.
4. Parents must not encourage their child to bully back or respond with violence.
5. Parents must not encourage older siblings to get involved by physically sorting out the problems of younger siblings

The Role of Governors

1. The Governing Body supports the Headteacher in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the Governing Body does not tolerate any bullying in our school and that incidents that do occur are taken very seriously and dealt with immediately and appropriately.
2. The Governing Body monitors the incidents of bullying that occur and reviews the effectiveness of the policy regularly. The Governors require the Headteacher to keep accurate records of all incidents of bullying and to report to the Governors on request about the effectiveness of the school's anti-bullying policy.
3. The Governing Body responds within ten days to any request from a parent to investigate incidents of bullying. In all cases, the Governing Body notifies the Headteacher and asks him/her to conduct an investigation into the case and to report back to the Governing Body.

The Role of the Headteacher

1. It is the responsibility of the Headteacher to implement the school's anti-bullying strategy and to ensure that all staff (teaching, non teaching and supply staff) are aware of school's policy and know how to deal with incidents of bullying. The Headteacher ensures a record of all incidents of bullying are kept within our electronic system - CPOMS and reports to the Governing Body about the effectiveness of the anti-bullying policy on request.
2. The Headteacher ensures that all children know that bullying is wrong, and it is unacceptable behaviour in this school. The Headteacher draws the attention of children to this fact at suitable moments, for example during assemblies. The Headteacher ensures that all staff (including lunchtime staff) receive sufficient training to be equipped to deal with all incidents of bullying.
3. The Headteacher sets the climate of mutual support and praise for success, which makes bullying less likely. When children feel valued and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

Further help and advice www.anti-bullyingalliance.org.uk

www.kidscape.org.uk www.bullying.co.uk

www.mindmate.org

Childline – 0800 1111

Monitoring and Review

This policy is monitored on a day to day basis by the Headteacher, who reports to Governors on request.

This Anti-Bullying Policy is the Governor's responsibility and they review its effectiveness annually. They do this by examining the school's incident records and having discussion with the Headteacher. Governors analyse information with regard to gender, age and ethnic background of all the children involved in bullying incidents.

Appendix A. Strategies used in school to try to prevent bullying include.

- Mindmate lessons/ PSHCE curriculum "You, Me and PSHCE" ➤
Training for lunchtime supervisors.
- Extended sessions from Core Therapeutics and Bushcraft leader
- Modelling of respectful and considerate relationships between all adults in school
- Anti-Bullying week – national scheme