



Le Cateau

Community Primary School

Le Cateau Community Primary School Anti-bullying Policy

The promotion of an anti-bullying culture is central to our expectations when promoting Expected Behaviour.

Prevention is better than cure so we will:-

1. Encourage the caring and nurturing side of children,
2. Work for a caring, co-operative ethos,
3. Discuss friendships,
4. Ensure adequate supervision in playgrounds,
5. Provide direct teaching about roles and responsibilities and how bullying can impact on pupils.

We consider the definition of bullying to be :-

A deliberately hurtful action which is then repeated over a period of time. Usually, the victim finds it difficult to defend against such actions.

Bullying can take the following forms :-

- Physical abuse-e.g. hitting, kicking
- Verbal abuse-e.g. name calling, offensive remarks, insults.
- Indirect actions- e.g. taking belongings, telling malicious tales, being isolated from groups or activities.
- Cyber bullying – e.g. malicious e-mail, text messaging, instant messaging or via social media.

We recognise that bullying could be in the context of racial harassment and as such any incidents will be recorded as outlined in the school's policy for the promotion of Equality (Single equality scheme). We aim to recognise the difference between bullying/bossiness and bullying/boisterous behaviour.

Strategies for promoting an Anti- Bullying culture

Bullying in school is everybody's problem. Silence and secrecy nurture bullying. All staff, parents and children must be aware that bullying exists and the shared commitment to combat bullying will enable the school to become a happier place for everybody. All parents, pupils and staff need to be very clear about the school's policy and procedures on bullying.

Guidelines for staff

The following signs may give cause for concern and may be related to incidences of bullying.

1. Withdrawn
2. Deterioration of work
3. Spurious illness
4. Isolation
5. Desire to remain with adults
6. Erratic attendance
7. General unhappiness/anxiety/fear.

8. Late arrivals

9. Bed wetting and other signs noted in Special Needs policy.

Teaching and non-teaching staff need to be aware of the hidden indicators of possible bullying e.g. body language. Any concern for pupils who seem withdrawn or isolated, (whilst the underlying cause may not necessarily be bullying) must be discussed with a member of the Senior Leadership Team. The pupils will be encouraged to speak up to adults about any incident which they perceive as bullying.

Staff/ Parents - If you come across bullying what can you do?

Do -

- remain calm. Reacting emotionally may add to the bully's fun and give the bully control of the situation,
- take the incident or report seriously,
- take action as quickly as possible,
- think hard about whether your action needs to be private or public; who are the pupils involved?
- reassure the victim(s); don't make them feel inadequate or foolish,
- offer help, advice and support to the victim(s),
- make it plain to the bully that you disapprove,
- encourage the bully to see the victim's point of view.

Do -

- inform the Headteacher/Deputy Headteacher/Assistant Headteacher and the child's teacher. Inform colleagues if the incident arose out of a situation where everyone should be vigilant, e.g. unsupervised toilets

- The Headteacher or another senior member of staff will inform both sets of parents calmly, clearly and concisely.

Do -

- make sure the incident doesn't live on through reminders from you,
- try to think ahead to prevent a recurrence of the incident, if you uncover the trigger factor,
- ensure that a record is kept in your incident/behaviour book.

If you have to deal with bullying, what should you avoid?

Don't -

- be over protective and refuse to allow the victim to help him/herself,
- assume that the bully is bad through and through; try to look objectively at the behaviour, with the bully,
- keep the whole incident a secret because you have dealt with it. Do not try to hide the incident from the parents of the victim or of the bully. Do not call in the parents without having a constructive plan to offer either side.

Supporting the pupils

We must ensure that all pupils know that the school cares about bullying. Pupils need to know that they should speak out. The school's anti-bullying policy will be made clear to all new intakes of pupils. We must all work together through all that we do with the children in order to get the message across.

The Senior Leadership Team and Governing Body will play a vital role in monitoring the implementation of the policy. Pupils will be given opportunities to talk about bullying in general.

Supervision of key areas/time in school

All staff must be alert and observant at all times both inside and outside the classroom e.g. playground, the hall, corridors, and toilet areas.

The lunch time period is a time when pupils are most at risk and could be exposed to bullying. Midday Supervisory Assistants must communicate with class teachers to ensure that all children feel safe and secure. The member of staff to whom it was referred or who has witnessed it must report every incident via CPOMS.

At break times (playground, moving around the building etc.) all staff must be vigilant.

Building on the school's existing policies

The school's stated aims and values, the Expected Behaviour Policy, the Equality scheme, E-safety policy and acceptable use policy, PSHE Policy and the classroom code of conduct have very clear guidelines regarding what constitutes acceptable/unacceptable behaviour towards other people. The Anti-Bullying initiatives reflect the principles contained in these documents.

Outside Agencies

The school will continue to liaise with the Prevention Team and external support agencies (EMS Provision). This may involve consultation with the Educational Psychologist and Social Care.

We continually work alongside and have a healthy relationship between the school and the Police. Initiatives include discussions on 'Stranger Danger', 'Just Say No', 'Keeping Safe', and a Resistance Education Programme for Year 6 pupils. Regular visits to the school are undertaken and support is provided during anti-bullying week and an annual well-being day. This support is continual and aimed at all year groups.

We are a member of the North Yorkshire Healthy School Scheme and this also emphasises the principles outlined above. This area is overseen by specific members of staff who work closely with the LA to ensure all forms of bullying, harassment and discrimination are eliminated as well as planning and delivering an annual Anti-bullying week during the Autumn Term.

The school uses information presented via the Growing Up In North Yorkshire survey for Y2 and Y6 on a two year cycle. The school also gains an insight into the pupil's feelings and understanding of bullying on a yearly cycle through pupil questionnaires and discussions with Senior Leaders and the Governing Body.

Policy adopted by Governing Body and implemented: October 2013

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