

QUINTON PRIMARY SCHOOL



Anti-Bullying Policy

At Quinton Primary School staff, governors, parents and children work together to create a happy, caring and learning environment. Bullying, verbal, physical, direct or indirect is not tolerated. Everyone at Quinton School accepts responsibility to prevent incidents of bullying and if any do occur, to deal with incidents quickly and effectively. We have a focus on Kindness in school and praise acts of kindness through assemblies, class work and in WoW assemblies with parents.

What is bullying?

There are many definitions of bullying. We use the one written by young children.

“Bullying is when someone is being hurt either by words or actions on purpose usually more than once, it makes them feel bad and they have a hard time stopping it”.

Aims

- To create a safe and secure learning environment where bullying is regarded as unacceptable.
- To teach children how to challenge bullying behaviour.
- To provide an environment where children feel safe to speak out and know they are being listened.
- All those connected with the school are aware of our intolerance of bullying and understand their individual responsibility to eradicate it using the appropriate systems in place.
- To develop positive strategies for dealing with bullying incidents.

Bullying can take many forms

It is behaviour by an individual or group that:

- Is meant to hurt the person and the people doing the bullying know what they are doing and their behaviour is intentional.
- It happens more than once and there is a pattern of inappropriate behaviour, it is not a “one off incident”.
- It involves an imbalance of power. The person being bullied will find it difficult to defend themselves.

Bullying can include:

TYPE OF BULLYING	DEFINITION
Emotional	Being unfriendly, excluding, tormenting
Physical	Hitting, kicking, pushing, taking another's belongings, any use of violence
Prejudice-based and discriminatory, including: Racial Faith-based Gendered (sexist) Homophobic/biphobic Transphobic Disability-based	Taunts, gestures, graffiti or physical abuse focused on a particular characteristic (e.g. gender, race, sexuality)
Sexual	Explicit sexual remarks, display of sexual material, sexual gestures, unwanted physical attention, comments about sexual reputation or performance, or inappropriate touching
Direct or indirect verbal	Name-calling, sarcasm, spreading rumours, teasing
Cyber-bullying	Bullying that takes place online, such as through social networking sites, messaging apps or gaming sites

Why are children bullied?

At Quinton Primary school we recognise that any child can be bullied. We acknowledge that there are certain risk factors, which make bullying more likely.

These include:

- Bullying related to race, religion or culture
- Bullying related to special educational needs or disabilities
- Bullying related to appearance
- Bullying because a child is shy or comes from an over protective family environment.

What can we do?

It is important to recognise that staff, governors, children and parents all have roles to play in recognising bullying, dealing with it effectively and preventing it.

What can children do?

- Remember our focus is on kindness
- Not allow someone to be deliberately left out of a group.
- Not smiling or laughing when someone is being bullied
- Tell a member of staff what is happening
- Encourage the bullied child to join in with another group
- Tell the bully to STOP IT PLEASE!
- Show the bully that they disapprove of their actions.

What can teachers do?

- Demonstrate the high standards of personal and social behaviour we expect of our children
- Discuss bullying in all classes, so that every child learns about the damage it causes
- Be vigilant
- Communicate with each other
- Listen and investigate
- Watch for children who seem isolated or unhappy
- Watch for problem areas e.g. toilets, playground etc.
- Deal with incidents immediately using the appropriate systems.

The school takes part in the national anti-bullying week each November.

What can parents do?

Help the school deal with alleged bullying by:

- Discouraging their child from using bullying behaviour at all times
- Showing their child how to resolve difficult situations without using violence or aggression or retaliation of any kind
- Watching for signs that their child is being bullied or bullying other children
- Talking to their child
- Contacting the school straight away with a problem

Procedures

- Discuss the incident with the child being bullied and the bullying child.
- Obtain witnesses and record the incident

Action which may be taken (All actions are recorded on CPOMS):

- Record on CPOMS
 - Contact parents/carers of all pupils concerned within 24 hours
 - Investigate any factors, which may have instigated the bullying
 - Feedback to those concerned.
1. Sanctions decided
 2. Contact any relevant parties if necessary
 3. Following consultation with the children/parents decide how the school can make him/her feel safe.

Sanctions may include:

- Loss of part of playtimes/lunch times
- Home /school diary
- Exclusion at lunchtime or another specific part of the school day
- Fixed term exclusion
- Permanent exclusion

These will depend upon the severity of the incident/s

E-Safety and Cyber bullying (see e-safety policy)

What should parents do if they believe their child is being bullied

Step 1.

Inform the class teacher - Please appreciate that a specific teacher may not be available immediately, however if you leave a message with the adult at the hall door in the morning, telephone - 01789 720317 or email the school office - admin2043@we learn365.com - the class teacher will get in touch with you as soon as possible.

Step 2.

If you are not satisfied with the response, inform Mrs Hopkins or Mr Skelcher

Step 3.

If you are not satisfied with the response, inform the chair of governors

Adult bullying

At Quinton Primary School we recognise that there could be occasions where adults are bullies:

Adult to child

Adult to adult

Any incident where an adult has allegedly bullied a child will be referred to MASH. This may involve a parent of another child on the playground, a teacher, a governor or any other member of staff.

Incidents are investigated thoroughly by the Head teacher and external agencies that may be involved. Details (within GDPR guidelines) will be reported to the Chair of the Governing Board. If proven appropriate action will be taken.

Any reported incident of an adult being bullied by another adult is also taken extremely seriously. This takes the form of undue pressure on a person's workload, sexual aggression etc. Initially they are investigated thoroughly by the Head Teacher and/or Chair of the Board of Governors if necessary, union representatives. If proven appropriate action will follow Local Authority advice. Police will be involved in the case of any potential criminal act

In any instances of alleged bullying, all parties concerned will be given the opportunity to have their say and confirm their perception of whatever event may have taken place. All records will be kept on CPOMS and DSLs are automatically pinged via email whenever a new incident is entered.

This policy is linked to:

Child Protection and Safeguarding Policy

Behaviour and Behaviour Management Policies

Online Safety Policy