

Bosvigo School



Policy for Anti - Bullying

February 2015

BOSVIGO SCHOOL: ANTI-BULLYING POLICY

At Bosvigo School we are committed to providing a warm, caring and safe environment for all our children so they can play and learn in a relaxed and secure environment

Bullying of any kind is unacceptable and we do not tolerate bullying or harassment of any kind in our school. We regard bullying as particularly serious and always take firm action against it. No-one deserves to be a victim of bullying.

We acknowledge that bullying does happen from time to time but when bullying does occur, everyone should be able to tell and know that incidents will be dealt with promptly and effectively according to our policy.

We encourage children to work against it and to report any incidents of bullying.

Aims and Objectives

The aim of this policy is to try and prevent and deal with any behaviour deemed to be bullying. The implementation of this policy is anticipated to create an ethos where bullying is regarded as unacceptable so that a safe and secure environment is created for everyone to learn and work in. All members of the school have a responsibility to recognise bullying when it occurs and take appropriate action in accordance with this policy.

- The school will have an anti-bullying policy in place;
- The school will work closely with other agencies to ensure that children stay safe;
- All staff, governors, pupils and parent/guardians will have an understanding of what bullying is;
- All staff, governors, pupils and parent/guardians will know the school policy and use it swiftly when bullying is reported;
- All pupils and parent/guardians will know what to do if bullying occurs;
- All pupils and parent/guardians will be supported when bullying occurs;
- Whole school initiatives will be undertaken to raise awareness and reduce the opportunities for bullying to occur;
- The school will work to create a positive, caring ethos free from fear of being bullied.

What is bullying?

Bullying is any repeated, deliberate, hurtful, upsetting, frightening or threatening behaviour by an individual or a group towards other people. It occurs over a period of time and it is very difficult for the victims to defend themselves. Bullying is mean and results in worry, fear, pain and distress to the victim.

STOP
bullying happens
Several Times On Purpose

We acknowledge that bullying can be physical, verbal or emotional by a single person or a group.

Incidents of bullying can include;

- Verbal Name calling;
 Spreading rumours;
 Malicious gossip;
 Teasing;
- Physical Any form of aggressive contact;
 Pushing;
 Hitting;
 Kicking;
 Punching;
 Spitting;
 Stealing money or other belongings;
 Damaging school work and equipment;
- Emotional Isolating someone from group activity;
 Repeated inappropriate looks;
 Excluding;
 Text messages;
 Emails;
 Social networking sites (Facebook, Bebo, MSN etc.);
 Coercion into acts they do not wish to do;
- Racist Any of the above because of someone's race or culture;
- Homophobic Any of the above because of someone's sexuality;
- Disability Any of the above because of someone's physical;
 disability or learning disability.

All of these identified bullying methods are watched for by staff and reported to class teachers or the Headteacher to be monitored and dealt with in the best possible way. 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.

Children sometimes fall out or say things because they are upset. When occasional problems of this kind arise it is not classed as bullying. The school will help those involved to deal with friendship breakdowns.

Recognise difference between Bullying / Bossiness and Bullying / Boisterous behaviour:

Bullying	Bossiness/Boisterous
Focused on younger, smaller and more timid children	Bossing whoever is around at the time
Increasingly relying on threat and force	Usually grow out of it as they mature and learn social skills
Wilful, conscious desire to hurt, threaten and frighten	More natural uncontrolled – not vindictive – high spirits, not unfriendly
Play spoiling other children's activities, showing violence and hostility	
Rough intimidating behaviour	

Where could bullying happen?

It can happen anywhere, both at school or on the way to and from school. When outside school we will do what we can to address the situation.

This may include:

- Talk to the local Community Police Officer;
- Talk to others that may be involved;
- Map out safe routes to school for children;
- Discuss coping strategies with those involved;
- Talk to the children.

What is cyber bullying?

Cyber bullying is a form of bullying, but because it happens online or on mobile phones, it can happen 24 hours a day, seven days a week. If you are being bullied you can usually get away from the bullies at home, but if you are being cyber bullied you can't get away from it. This might leave you feeling scared and unsafe when you are at home.

It can be difficult to know who is doing the bullying. People are able to cyber bully people anonymously by hiding their computer's IP address, which could identify them, or their phone number.

The number of people involved in cyber bullying may also be much bigger than other types of bullying. If the bullying is happening online there could be lots of people who join in.

How can someone be cyber bullied?

There are lots of ways that cyber bullies can target someone, some of which might be:

Email

Sending abusive or nasty emails to someone. The emails might also go to a group of people who may then join in the bullying. Sending emails containing inappropriate videos and other content, or computer viruses.

Instant messaging (IM) and chatrooms

Using instant messaging and chatrooms to send threatening or abusive messages to someone and asking others to join in. Using another person's account without their permission, to send abusive messages to others.

Social networking sites

Creating fake profiles for people in order to make fun of them. Using fake profiles to leave abusive messages on a person's profile for others to see. Abusing or harassing someone through online multiplayer gaming sites.

Mobile phones

Sending abusive text, video or photo messages as well as sharing videos of physical attacks on individuals (happy slapping or blue jacking etc).

Abusing personal information

Posting photos, personal information, fake comments and blogs or pretending to be someone online without that person's permission.

What reasons are there for being a bully?

Some reasons for being a bully may include;

- Victim of violence;
- Enjoyment of power/creating fear;
- Copying behaviour at home or on T.V.;
- It occurs in children from all backgrounds, cultures, races, sexes, from nursery age to adult.

What are the early signs of distress?

Some early signs of distress may include:

- Pupils become anxious and insecure;
- Pupils are unhappy and have low self esteem;
- Withdrawn;
- Deterioration of work;
- Spurious illness;
- Isolation;
- Desire to remain with adults;
- Erratic attendance;
- General anxiety/fear;
- Late arrivals;
- Bed wetting.

What can you do if you are being bullied?

If someone is bullying you it is important to remember that it is not your fault and that there are people who can help.

Some suggestions are:

- Try not to let the bully know that they are making you feel upset;
- Tell someone you trust;
- Ask a friend to go with you when you tell someone;
- Write down your concerns;
- Don't suffer in silence;
- Don't blame yourself for what is happening;
- Call a helpline.

What can you do if someone else is being bullied?

Ignoring bullying is unfair to the victim. Staying silent means the bully has won and gives them more power.

Some suggestions are;

- Don't be made to join in;
- Tell a member of staff as soon as you can;

- Encourage the person to talk to someone and get help;
- Ask someone you trust about what to do;
- Write down your concerns.

The Role of Parents

We wish to work closely with parents and will share with them any concerns about their child either being the victim or the bully.

We will also share with parents the 'Don't give permission for bullying' message by discouraging comments such as, "Hit him back" or "It is all part of growing up".

Procedures for reporting and responding to bullying incidents

At Bosvigo School we will always encourage our children to find an adult at the school that they feel able to talk to and confide in. This policy has worked well for many children who feel alone or bullied yet not able to talk with those adults they directly work with.

All staff will respond calmly and consistently to all allegations and incidents of bullying. They will be taken seriously by all staff and dealt with impartially and promptly. All those involved will have the opportunity to be heard. Staff will protect and support all children involved whilst allegations and incidents are investigated and resolved. The following procedure will be used for reporting and responding to bullying allegations and incidents

- Report all bullying allegations and incidents to staff. In the first instance, the class teacher will investigate an allegation, but should a problem persist, the Headteacher will take responsibility for investigating and resolving the problem.
- Notes will be kept of these reports. Any action points to be prioritised and clearly identified with timescales.
- Staff to make sure the victim is safe and feels secure.
- Appropriate advice will be given to help the victim.
- Staff will listen and speak to all children involved about the incident separately.
- The problem will be identified and possible solutions suggested. Often, a child causing concern will be placed in 'Target Observation'. This involves all staff being made aware of the concern and then collectively monitoring the child at playtime, lunchtime and all other times when they are outside the classroom.
- Staff will adopt a problem solving approach which will move children on from them having to justify their behaviour.
- Appropriate action will be taken to quickly end the bullying behaviour or threats of bullying.
- Staff will reinforce to the bully that their behaviour is unacceptable.
- The bully or bullies may be asked to apologise. Other consequences may take place and appropriate sanctions applied.
- If possible, the pupils will be reconciled.
- An attempt will be made, and support given, to help the bully understand and change their behaviour.
- In cases of repeated bullying, the incidents will be reported on the 'Incident Report sheet'.

- In persistent cases parents will be informed and will be invited to come into school for a meeting to discuss the problem. Any action points to be prioritised and clearly identified with timescales.
- After an incident has been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
- Opportunities to discuss bullying incidents will be arranged regularly at staff meetings.
- Governors will be presented termly reports on logged bullying incidents.
- If necessary, Anti-Bullying Cornwall, Social Services or police will be consulted.

Sanctions

At Bosvigo, we use the R time rules as a means of developing positive relationships across the school. These three rules provide us with a positive whole school approach to behaviour management. The rules are:

- Be polite and show good manners at all times
- Listen to and follow instructions with thought and care
- Care for everyone and everything

Where children do not follow the R time rules, the following consequences are put into action:

- My teacher will remind me of the Rtime rules.
- I have to sit on my own for thinking time.
- My name is written on the board.
- My teacher will write a tally. For every tally, I miss one minute of my playtime. (Maximum 5 minutes).
- If I do not follow the Rtime rules, I will have to see another teacher and/or work in a different room.
- My teacher will talk to my parent or carer after school about my behaviour.
- If I continue to ignore the Rtime rules, my teacher will keep me in at playtime, or send me straight to Mr Wallis. They will also talk to my parent or carer.

For most children, these consequences are sufficient to encourage good behaviour. However, in some cases we may need to look to create a more individualised set of consequences. Some suggestions for sanctions are;

- Apologise to the victims verbally or in writing;
- Use of Home/School Agreement form to clarify what has been agreed to by all;
- Lose privileges;
- Lose playtimes;
- Parents invited in to school;
- Be withdrawn from participation in class visits, clubs or special events;
- Classroom exclusion;
- Fixed term exclusion;
- Permanent exclusion.

Framework for anti-bullying campaign

Prevention is better than cure so:

- Encourage the caring and nurturing side of children;
- Work for a caring, co-operative ethos (home corner, paired, group work);
- Discuss friendships;
- Ensure adequate supervision in playgrounds;
- Positively encourage caring and discourage bullying;
- Involve all in the writing and review of this policy;
- Undertake questionnaires and surveys about the extent of bullying in school;
- Each class agreeing to their own set of class rules;
- Encourage the use of the Home/School Agreement;
- Undertake an anti-bullying week each year;
- Raising awareness through assemblies;
- PSHE to support this policy;
- Circle time on bullying issues;
- Set up a support network for those being bullied;
- Children undertaking written, drawn or dramatic activities to focus on bullying;
- Create posters about bullying;
- Prominent anti-bullying displays around school;
- Ensure systems are in place for children to express their concerns in school;
- Introduce playground improvements and initiatives;
- Train Y5/Y6 to be Playground Pals;
- Use praise and rewards to reinforce good behaviour;
- Encourage the whole school community to model appropriate behaviour towards one another.

Year 6 Transition

Many Year 6 pupils become nervous and excited as the time for them to leave primary school approaches. They have questions and anxieties about the secondary school that they are going to. If these concerns are allowed to be expressed many of them can be alleviated. The school will build into its transfer process the time to discuss issues with secondary colleagues where possible.

Monitoring and Evaluation of this policy

To ensure the policy is effective, it will be monitored and evaluated. Questionnaires completed by the whole school, surveys, comments and incident forms will be used to gauge the effectiveness of the policy. There will be an annual review where everyone will be made aware of the reviewed policy. Newsletters will be circulated to parents giving updates and information where appropriate.

Further Information

Within school there are further policies and sources of information some of which are;

- Reporting incident forms;
- Home/School Agreement;
- Discipline Policy;

- Positive Recognition Guidelines;
- Child Protection Policy;
- Individual Needs Policy;
- Anti-Bullying Cornwall – ‘Young Persons Guide’;
- Anti-Bullying Cornwall – ‘A Parents Guide’;
- Anti-Bullying Cornwall – ‘Initiative Folder’;
- School prospectus.

Further Contacts

- Cornwall County Council 01872 322000
- Devon and Cornwall Police 08452 777 444
- Anti-Bullying Cornwall (ABC) 0800 587 5991 (freephone)
abc@vscornwall.org.uk
- Anti-Racism Cornwall (ARC) 01872 261118
- Cornwall Race Equality Council 01637 852410
- The Dreadnought Centre 01209 218764
- Kidscape 020 7730 3300
www.kidscape.org.uk
- Childline 0800 1111
www.childline.org.uk
- NSPCC 0808 800 5000
- Samaritans 08457 909090
- Citizens Advice Bureau 0870 1212031
- Victim Support Cornwall 0845 0567 999
support@vscornwall.org.uk

Reviewed: February 2015
Next Review: September 2017

- Equality and Diversity Service 01872 323628 csf.equalityanddiversity@cornwall.gov.uk
- Anti-Bullying Cornwall 08005875991
- Intercom Trust 01209 211360 abc@intercomtrust.org.uk
- UNITY 01872 264232 info@unitycornwall.org.uk
- Disability Cornwall 01736 756644 info@disabilitycornwall.org.uk