



# **EVERSLEY PRIMARY SCHOOL** **ANTI-BULLYING POLICY**



## **Statement of Intent**

We are committed to providing a happy, caring, friendly and welcoming environment for all of our pupils so they can learn in a secure and safe atmosphere. Bullying of any kind is unacceptable at 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. *Anyone* who knows that bullying is happening is expected to tell the staff.

## **What Is Bullying?**

At Eversley we have an agreed understanding of what bullying is. This has been agreed by governors, staff, parents and pupils.

We recognise that bullying is the deliberate/premeditated targeting of an individual using physical or mental abuse to cause harm and/or intimidation and distress **over a period of time.**

Bullying can take many forms. The main forms are:

- Emotional excluding, tormenting (e.g. threatening gestures)
- Physical pushing, kicking, hitting, punching or any use of violence
- Racist racial taunts, graffiti, gestures
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Cyber all areas of internet, such as email & internet chat room misuse  
mobile threats by text messaging & calls  
misuse of associated technology, i.e. camera & video facilities

## **Why is it Important to Respond to Bullying?**

Everybody has the right to be treated with respect and no one deserves to be a victim of bullying. Pupils who are bullying need to learn different ways of behaving. Our school has a responsibility to respond promptly and effectively to issues of bullying.

## **Objectives of this Policy**

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- Everyone will know that bullying will be dealt with promptly and effectively.

## **Signs and Symptoms**

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 his or her 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 him- or herself to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money (to pay bully)
- has unexplained cuts or bruises
- comes home starving (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 & jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

## **Bullying off the School Premises**

While the school will make every effort to deal with bullying on the school premises and to prevent bullying outside the school gates, we recognise that we cannot be held directly responsible for bullying that takes place off site, by pupils in this school, or by pupils of other schools or on pupils' journey to school. At Eversley we encourage pupils to tell us about incidents that happen inside and outside school so that we can:

- raise concerns and take steps as appropriate e.g. contact police to alert them to trouble spots, gangs, etc;
- alert colleagues in another school whose pupils are bullying off premises;
- map safe routes to school in the event of a pupil being bullied on his/her journey to school;
- offer pupils strategies to handle bullying off the school premises.

## Procedures

1. All incidents of bullying should be reported to staff. Pupils are able to do this confidentially if they wish through 'Our Worry Box' in both KS1 and KS2.
2. All reported incidents will be fully investigated to ascertain whether they are a case of bullying or other behaviour issues which can be dealt with through the school's behaviour policy. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.
3. In all cases of bullying, the incidents will be recorded by staff.
4. In all cases, parents of both the victim and the bully will be informed and will be asked to attend a meeting to discuss the problem.
5. The school will be proactive in supporting the victim and also work with the bully (bullies) to support them in changing their behaviour. This will be closely monitored.
6. If necessary and appropriate, police will be consulted.

The school will respond to the pupil who is bullied by:

- Actively listening to the child
- Offering support and strategies to deal with unwanted behaviours
- Protecting the child and ensuring his/her safety as and when necessary
- Involving parents/carers
- Involving the Learning Mentor for support
- Involving outside agencies to support the child as appropriate

The school will respond to the bully by:

- Ensuring that s/he recognises, takes responsibility for and reflects on his/her behaviour/s and how it affects others
- Applying appropriate sanctions
- Guiding, supporting, advising and offering the bully strategies to change his/her behaviour
- Insisting that s/he takes responsibility for his/her actions and helping him/her to actively make amends
- Involving parents/carers
- Involving the Learning Mentor for support
- Involving outside agencies when necessary

## Outcomes

1. The bully (bullies) will be dealt with according to the severity of the bullying and consequences may take place in line with the school's behaviour policy and with full parental involvement.
2. In serious cases, suspension or even exclusion will be considered in line with the school's behaviour policy and policy for exclusions.
3. If possible, the pupils will be reconciled.
4. After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

## **Prevention**

We will use various methods for helping children to prevent bullying. As and when appropriate, these may include:

- writing a set of class/school rules
- signing a behaviour contract
- writing stories or poems or drawing pictures about bullying
- reading stories about bullying or having them read to a class or assembly
- making up role-plays
- using the curriculum, particularly PSHE, to raise awareness and to have discussions about bullying and why it matters
- having an annual anti-bullying week

## **Monitoring**

As part of our monitoring strategy we will:

- Meet with pupils and give them regular opportunities to tell us if the policy is working from their point of view and if the school is responding to incidents.
- Review the effectiveness of the policy annually with governors, staff, pupils and parents.

**Policy updated September 2019**  
**Review date September 2020**