

# **ANTI-BULLYING POLICY**

## **February 2017**

previously updated in 2016, 2014, 2012, 2011 and 2008

- Cheadle Heath Primary School reviewed the impact of our Anti-bullying policy over the autumn term 2015 and drafted a reviewed policy for consideration with stakeholder groups in spring term 2016. We used the Stockport policy as a base for developing our own bespoke policy. This policy was reviewed against new Stockport guidance in February 2017.
- The Governing Board ratified the draft policy at their meeting on 13<sup>th</sup> March 2017
- This policy forms part of the key induction information for new families and staff.
- The impact of this policy will be reviewed each year with a summary of issues raised at the Teaching, Learning and Assessment committee and the policy will be reviewed annually.

Date: February 2017

Anti-bullying Review Date: Autumn Term annually

## Aim:

At Cheadle Heath School we are committed to working with children, staff, governors and parents/carers to create a school community where bullying is not tolerated.

### We define bullying as:

*'Behaviour by an individual or a group, usually repeated over time, where an imbalance of power is used to intentionally hurt another either physically or emotionally.'*

**STOP**

**(acronym can be applied to define bullying – Several Times On Purpose)**

## We believe that:

- All bullying is unacceptable irrespective of how it happens and/or what excuses are given in an attempt to justify it.
- We must investigate all incidents of bullying and take action where necessary, supporting both the victim and the bully at all times.
- Children who bully must be held to account for their wrongdoing, but may need support to change their attitudes and behaviour.
- All inappropriate language that perpetuates attitudes underpinning bullying behaviour must be challenged at all times.
- Everyone in our school has a responsibility to respond promptly and effectively to all instances of bullying.
- We must communicate with parents/carers regarding any concerns about bullying and deal promptly with complaints.
- All our children must feel safe and be confident that any reported incidents will be dealt with effectively by all responsible adults.
- It is important to focus upon preventing bullying behaviours in school.

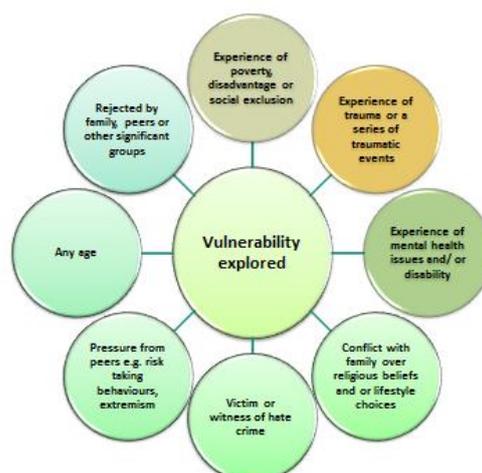
## Identifying and supporting vulnerable children:

We work closely in school to identify particularly vulnerable groups, perhaps minority ethnic groups, travellers, refugees, LGBT pupils, midterm arrivals, pupils who transfer late into the school, children or young people in care, young carers and those with other special needs who may find it more difficult to make or sustain friendships.

As a school we plan positive action to support these pupils with all relevant staff members and provide additional support where necessary, for example peer support through buddy schemes and help them access clubs and out of school provision.

## Who is bullied?

Anybody could be subject to bullying at any time in their life. It is not only something that affects children and young people. These are some factors that can make people vulnerable:



## Types of Bullying

There are various types of bullying which can be summarised as:

- Racist and faith based – name calling, derogatory assumptions or generalisations about race, culture, religious faiths and beliefs
- Homophobic – based on actual or perceived sexual orientation, and can include name calling, exclusion and gestures, negative stereotyping based on sexual orientation, using 'gay' as a negative term, warning others about a person, graffiti, etc.
- Appearance – based on weight, size, hair colour, unusual physical features
- Sexual – touching, repeated exhibitionism, voyeurism, sexual propositioning, verbal personal comment or deviant desires communicated
- Disability – name calling, exclusion, talking over a person, mimicking, physical overpowering (e.g. moving a wheelchair), laughing at a difficulty
- Health – based on physical or mental conditions
- Income based – of living on a low income
- Transgender – based on perception of gender identity
- Caring responsibilities - name calling, negative assumptions/misunderstandings about young carers

## Who is bullied?

Anybody could be subject to bullying at any time in their life. It is not only something that affects children.

A person is bullied when, either as an individual or part of a group, she or he suffers in any way from the direct result of intentional and persistent harassment and/or victimisation by another individual or group. A person who has been bullied may commonly find it difficult to combat victim behaviour or report their experiences to those who may be able to help them.

Children and young people who are at most increased risk of being the victims or perpetrators of bullying are those who:

- are in foster care or residential homes (looked after children)
- have specific special educational needs (especially on the autistic spectrum)
- have a disability or impairment
- minority ethnic backgrounds
- refugees or asylum seekers
- start a school or activity group mid term
- are, or are perceived to be, gay, lesbian, bisexual, transgender or questioning of their sexuality or gender
- speak a first language other than English
- young carers
- have suffered bereavement
- have suffered domestic violence
- have experienced physical or emotional trauma
- have a parent that was a victim of bullying.

## Methods of bullying:

There are a number of methods of bullying which can be summarised as:

- Physical aggression – hitting, kicking, tripping up, spitting, taking or damaging property, use of threat or force in any way, intimidation or demands for money or goods
- Verbal – name calling, insulting, teasing, 'jokes', mocking, taunting, gossiping, secrets, threats. Reference to upsetting events e.g. bereavement, divorce, being in care
- Non-verbal – staring, body language, gestures
- Indirect – excluding, ostracising, rumours and stories, emails, chat rooms, messaging phones, notes, inappropriate gestures
- Cyber – text messaging, internet chat rooms, the use of social media applications such as Snapchat, Instagram or WhatsApp, burn pages (on Facebook), the misuse of camera or video facilities (including the self-generated inappropriate images), offensive questions (on ask.fm), nasty inbox messages

**Language** that underpins any type of bullying behaviour as listed above must be challenged at all times.

**We acknowledge that some acts of bullying will constitute a criminal offence and in these cases other organisations will need to be contacted e.g. the Police or Social Care.**

### **Possible indicators of bullying include:**

We recognise that the following behaviours may suggest someone is being bullied. However we also recognise that the list is not exhaustive.

- disturbed sleep
- bed-wetting
- head and stomach aches
- problems with concentration,
- changes in behaviour and attitude
- truanting
- bullying other children
- damaged or missing clothes / money / property,
- asking for more money than usual or stealing money
- withdrawn or changes in their usual behaviour patterns or attitude
- distressed or emotional and finds it hard to articulate their feelings
- changes in their eating patterns
- changes in their online activity
- shows evidence of self-harming or even for extreme cases potential suicide
- is unusually tired without a reasonable explanation
- has unexplained bruises or marks on their body, (some may refuse to change for PE)
- repeatedly comes to school without dinner money or a packed lunch
- seems afraid to be alone and requires more adult interaction.

We ask families to share any concerns with us as part of our duty of care for their child and we will share our concerns with them to support all our community as effectively as possible.

This may mean that we as a school may need to help a child become aware of the impact of their behaviour/ attitudes or language on others and work with them over time to change.

### **To prevent bullying in Cheadle Heath Primary School we will:**

Develop our wider curriculum to ensure:

- All members of the school community feel listened to and valued.
- All children understand the roles they can take in preventing bullying, including the role of bystanders.
- A climate exists where bullying and violence are not tolerated
- Promote safe play areas
- Audit our site regularly to establish that children feel safe, especially known vulnerable areas
- Ensure that staff model positive relationships at all times
- Train all staff to identify and address bullying

### **Developing a whole school approach**

At Cheadle Heath School we work closely with members of the schools' community to ensure the involvement and participation of students, parents, staff, governors and the wider community as part of the development of policy related to supporting a positive ethos within the school.

### **Recording and reporting**

We maintain a system of data collection and analysis in relation to any reported incidents of bullying in school. Termly feedback is made available for governors via the Headteacher's report to Governors.

All staff will use the agreed reporting format on CPOMS to alert the HT/DHT/PSHE leader of any bullying related incidents.

## Dealing with an Incident

When bullying has been reported, the following actions will be taken:

- Staff will investigate and record the bullying on an incident reporting form and also record the incident centrally on [SIMS or other school database, or central paper recording system]
- Designated school staff will monitor incident reporting forms and information recorded on [SIMS or other school database, or central paper recording system] analysing and evaluating the results
- Designated school staff will produce termly reports summarising the information, which the head teacher will report to the governing body
- Staff will offer support to the victim with the pupil's class teacher/ form tutor. Individual meetings will then be held to devise a plan of action that ensures they are made to feel safe and reassured that the bullying is not their fault; this may involve a restorative meeting. Action plans will make use of [school initiatives such as mentors, buddy systems and lunchtime monitoring)
- Staff will pro-actively respond to the perpetrator bully who may require support. They will discuss with the target's class teacher to devise a plan of action
- Staff will decide whether to inform parents or carers and where necessary involve them in any plans of action
- Staff will assess whether any other authorities (such as police or the local authority) need to be involved, particularly when actions take place outside of school

Safeguarding procedures must be followed when child protection concerns arise

## Bullying outside of school

Bullying is unacceptable and will not be tolerated, whether it takes place inside or outside of school. Bullying can take place on the way to and from school, before or after school hours, at the weekends or during the holidays, or in the wider community. The nature of cyber bullying in particular means that it can impact on pupils' well-being beyond the school day. Staff, parents and carers, and pupils must be vigilant to bullying outside of school and report and respond according to their responsibilities as outlined in this policy.

## Monitoring and evaluation

We will check through a range of pupil voice, circle work and other activities, the experience our children have of our anti-bullying policy in relation to:

- Being heard
- Being able to report bullying and get help
- Being confident in the school's ability to deal with the bullying
- Being aware that steps are taken to help them feel safe again
- Being helped to rebuild confidence and resilience
- Being aware of how they can get support from others

This overview, together with the data analysis, will be the starting point of the policy review and change in practice.

## Ratification

The Governing Board ratified this policy at their meeting on 13<sup>th</sup> March 2017

This policy will be reviewed at least every two years after consultation with the school community.

## Appendix A - Organisations that can offer Support

NAME	DETAILS	CONTACT
<b>Anti Bullying Alliance</b>	UK's leading organisation in the field of bullying. Lots of resources and information on the website.	0207 843 1165 National Children's Bureau, 8 Wakley Street, London EC1V 7QE <a href="http://www.antibullyingalliance.org">www.antibullyingalliance.org</a>
<b>Beatbullying</b>	Fully interactive 3D anti-bullying website. Organises local and regional seminars for young people, and establishes cross-community anti-bullying partnerships for young people who are disadvantaged socially, economically, personally or culturally.	020 8768 1017 77-79 Church Road, London SE19 2YA <a href="http://www.beatbullying.org">www.beatbullying.org</a>
<b>BM Schools Out / LGBT History Month</b>	Provides formal and informal support network for all people who want to raise profile of homophobia, transphobia and heterosexism in education. Campaigns on LGBT issues as they affect education and those in education.	020 7635 0476 National London, London WC1N 3XX <a href="http://www.schools-out.org.uk">www.schools-out.org.uk</a> <a href="http://www.lgbthistorymonth.org.uk">www.lgbthistorymonth.org.uk</a>
<b>Bully Free Zone</b>	Specialist anti-bullying charity offering help, support and information to children young people and families affected by bullying. Also work in partnership with schools and local authorities.	01204 454958 23 Palace Street, Bolton BL1 2DR <a href="http://www.bullyfreezone.co.uk">www.bullyfreezone.co.uk</a>
<b>Child Exploitation and Protection Online (CEOP)</b>	Works across the UK supporting providing internet safety for children, young people and their families. Also delivers free education programmes – to children and young people, parents and professionals. "Polices" the internet.	0870 000 3344 33 Vauxhall Road, London SW1V 2WG <a href="http://www.ceop.gov.uk">www.ceop.gov.uk</a>
<b>Childline</b>	UK's free 24 Helpline for children and young people to call about any worry – more calls on bullying than any other issue. Also run CHIPS (Childline in Partnership with Schools) – they work closely with schools to help them set up effective support for pupils.	020 7650 3231 45 Folgate Street, London E1 6GL <a href="http://www.childline.org.uk">www.childline.org.uk</a> <b>Helpline 0800 1111</b>
<b>Childnet</b>	Non profit organisation working with others to help make the internet a great and safe place for children. KnowITAll, Digizen.org, Kidsmart, Young people and the internet, Young people and social networking	0207 639 6967 Studio 14, Brockley Cross Business Centre, 96 Endwell Road, London SE4 2PD <a href="http://www.childnet-int.org">www.childnet-int.org</a>
<b>LGBT Northwest</b>	LGBT Youth North West is a regional organisation that seeks to support lesbian, gay, bisexual and trans young people in the North West of England	<a href="http://www.lgbtyouthnorthwest.org.uk">http://www.lgbtyouthnorthwest.org.uk</a>
<b>Kidscape</b>	National charity dedicated to preventing bullying and child sexual abuse. They work with young people under the age of 16, and their parents / carers, plus people who work with them. Helpline for parents of children who've been bullied. Website info re keeping children safe. Assertiveness training for young people.	0207 730 3300 2 Grosvenor Gardens, London SW1W 0DH <b>Helpline 08451 205 204</b>
<b>MENCAP</b>	UK's leading learning disability charity. Provides support for young people who have a learning disability and their parents / carers. Running a campaign to stop the bullying of young people with a learning disability.	0207 696 6019 123 Golden Lane, London EC1Y 0RT <a href="http://www.mencap.org.uk">www.mencap.org.uk</a>

NAME	DETAILS	CONTACT
<b>NSPCC</b>	Works to end cruelty to children, and provides a range of direct services for children and young people, and for their parents / carers and families. 24 Freephone Helpline.	0207 650 6855 Weston House, 42 Curtain Road, London EC2A 3 NH <a href="http://www.nspcc.org.uk">www.nspcc.org.uk</a> <b>Helpline 0808 800 5000</b>
<b>Parentline Plus</b>	Biggest independent provider of parenting support in the country – national charity. Free confidential 24 hour Helpline. Run groups and workshops – face to face and by telephone. Also a free text phone for people who are deaf, hard of hearing or have a speech impairment – <b>0800 783 6783</b>	0207 824 5549 520 Highgate Studios, 53-79 Highgate Road, Kentish Town, London NW5 1TL <a href="http://www.parentlineplus.org.uk">www.parentlineplus.org.uk</a> <b>Helpline 0808 800 2222</b>
<b>Stonewall</b>	Support schools prevent and tackle homophobic bullying and celebrate difference. Read more	
<b>Terence Higgins Trust</b>	Set up in response to the HIV epidemic, and has been at the forefront of the fight against HIV and AIDS ever since. Provides a very wide range of services, including support for young people with HIV / AIDS who are being bullied. Also emotional support via the telephone (Helpline).	0207 812 1600 314 – 320 Gray's Inn Road, London WC1X 8DP <a href="http://www.tht.org.uk">www.tht.org.uk</a> <b>Helpline 0845 1221 200</b>
<b>Think U Know</b>	This is a site from CEOP for children and young people and practitioners to focus on how to stay safe on line	<a href="http://www.thinkuknow.co.uk">www.thinkuknow.co.uk</a>
<b>UK Safer Internet Centre</b>	Works across the UK to provide support for children and staff. They have a professionals helpline and useful resources to support safe and responsible use of the internet	<a href="http://www.saferinternet.org.uk">www.saferinternet.org.uk</a>  professional's online safety helpline 0844 381 4772 <a href="mailto:helpline@saferinternet.org.uk">helpline@saferinternet.org.uk</a>
<b>Victim Support</b>	National charity for people affected by crime, including bullying. Free and confidential service. National Helpline, Victim Supportline, provides information, support and referral to local services.	0207 896 3769 Cranmer House, 39 Brixton Road, London SW9 6DZ <a href="http://www.are-you-ok.org.uk">www.are-you-ok.org.uk</a> <b>Helpline 0845 3030 900</b>
<b>Young Minds</b>	National charity dedicated to improving the mental health of all babies, children and young people. Parents Information Service for anyone with concerns about the mental health of a child or young person. Wide range of publications covering issues affecting children, including bullying. Advice and support for young people contemplating self harm and suicide.	0207 336 1458 48-50 St John Street, Clerkenwell, London EC1M 4DG <a href="http://www.youngminds.org.uk">www.youngminds.org.uk</a>