

Eynsham CP School Anti-Bullying Policy

We do not tolerate bullying. We take all reported incidents seriously.

Aims:

Our aim is to ensure that our children learn in a supportive, caring and safe environment without fear of being bullied. We:

- Immediately act upon them in line with agreed procedures
- Promote a caring, safe and supportive atmosphere which is reflected in our School Charter
- Build a sense of individual identity and worth
- Make sure all children feel valued
- Support all parties involved
- Work in partnership with parents
- Keep staff informed
- Underpin this mutual respect in our PSHCE programme and through assemblies
- Positive role models
- Supervised playground
- Encouraging children to 'tell someone'
- Teaching strategies to cope in situations through our PSHE programme

Definition:

At Eynsham School we define bullying as:

'Repeated (systematic) aggressive verbal, psychological or physical conduct by an individual or group against another person or persons'

It can include:

- Physical: pushing, hitting, kicking, pinching etc
- Verbal: name-calling, spreading rumours, constant teasing and sarcasm
- Emotional: tormenting, ridiculing, humiliating and ignoring
- Racist: taunts, graffiti and gestures
- Sexual: unwanted physical contact or abusive comments
- Cyber bullying

(in line with O.C.C 'Safeguarding Pupils' Policy)

Bullying can take place anywhere in the school or on the way to and from school.

A bully is someone who makes other people afraid, unhappy, uncomfortable or ashamed on more than one occasion.

Responsibility:

Headteachers have a legal duty under the School Standards and Framework Act (1998) to ensure staff are aware of procedures. Governors are responsible for regular reviewing of the policy.

All staff must be alert to the signs of bullying. Class teachers are the initial main point of contact so ensure that any concerns are reported to them. The class teacher will investigate the concerns in accordance with our policy and is responsible to inform the headteacher and parents at an early stage. Children will be strongly encouraged to report any known bullying to an adult they trust.

Indications of bullying:

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration and truanting from school.

Implementation:

The following steps should be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with
- immediately by the member of staff who has been approached
- A clear account of the incidents will be recorded and given to the class teacher and headteacher
- The class teacher will interview all concerned and will record the incident on agreed 'Incident Sheet' (appendix 3).
- The headteacher may be part of the interview **but must** be fully informed of the incident
- The bully and victim will be interviewed separately
- Parents will be informed and invited to a meeting at school
- Appropriate measures will be agreed
- Other staff will be informed in order to monitor the situation

Children Concerned with bullying incidents:

Children who have been bullied will be supported through:

- Offering an immediate opportunity to discuss the experience with a trusted member of staff and their class teacher or headteacher.
- Reassurance
- Offering on-going support to restore confidence
- Informing and working in partnership with the parents

Children who have bullied will be helped by:

- Discussing what has happened
- Discovering why the child was involved
- Establishing the wrong doing and the need to change
- Informing parents and working in partnership with them

Appropriate steps will be taken which may be:

- Time to discuss the incidents
- Monitoring the behaviour over an agreed period of time
- Setting agreed targets
- Time out or off the playground
- **Internal exclusion**

In extreme circumstances:

- Short term exclusion
- Permanent exclusion

Further information from:

Kidscape Material (available from school office)

Appendices:

- 1 - Helpful Organisations
- 2 Contacts
- 3 Incident of Bullying Sheet
- 4 'Don't Suffer in Silence' (pupils)
- 5 'Don't suffer in Silence' (parents and families)

Helpful organisations

Anti Bullying Campaign, 185 Tower Bridge Road, London SE1 2UF.

Tel: 0207 378 1446 (9.30 am – 5.00 pm).

Advice line for parents, children, teachers. Publishes parents' fact sheet, resource pack.

Calouste Gulbenkian Foundation, (UK Branch), 98 Portland Place, London W1N 4ET

Tel: 0207 636 5313 e-mail: info@gulbenkian.org.uk

Has initiated and supported a wide range of anti-bullying projects and publications.

Countering Bullying Unit, University of Wales Institute, Cardiff School of Education, Cyncoed Road, Cardiff CF23 6XD

Tel: 0292041 6070 Fax: 0292041 6788

Resource centre for the study of bullying and publishes booklets, packs and videos.

Kidscape, 2 Grosvenor Gardens, London SW1W 0DH

Tel: 0207 730 3300 Fax: 0207 730 7081

www.kidscape.org.uk

Has a wide range of publications for young people, parents and teachers. Bullying counsellor available Monday to Friday, 10 – 4.

Anti Bullying Alliance

e-mail: aba@ncb.org.uk

Children's Legal Centre, Tel: 0808 8020008 (Mon-Fri 10 – 12.30 & 2 – 4.30) Publications and free advice line on legal issues

Family Lives: Tel: 0808 800 2222

www.besomeonetotell.org.uk/

National helpline for parents (Mon-Fri 9-9, Sat 9.30-5; Sun 10-3)

Contacts

Local Authority Designated Officer: Barry Armstrong (Oxfordshire County Council) Tel: 01865 810603
e-mail: barryarmstrong@oxfordshire.gov.uk

Childline: Tel: 0800 1111 www.childline.org.uk

Kidscape: Tel: 0207 7303300 www.kidscape.org.uk

Anti Bullying Network: info@antibullying.net

Resources

Department of Education web-site: www.education.gov.uk

EYNESHAM COMMUNITY PRIMARY SCHOOL
Incidents of Bullying Record Sheet

This record sheet will be completed, with a member of staff, by any pupil involved in incidents of bullying. It will be used to monitor and evaluate the effectiveness of the school's strategies to combat bullying in school.

Name:

Staff involved:

Date:

Brief description of what happened:

Agreed action to be taken:

Bullying

Don't Suffer in Silence

- Information for pupils

If you are being bullied:

- Try to stay calm and look as confident as you can
- Be firm and clear – look them in the eye and tell them to stop
- Get away from the situation as quickly as possible
- Tell an adult what has happened straight away

After you have been bullied:

- Tell a teacher or another adult in your school
- Tell your family
- If you are scared to tell an adult by yourself, ask a friend to come with you
- Keep speaking up until someone listens and does something to stop the bullying
- If your school has a peer support service, use it
- Don't blame yourself for what has happened.

When you are talking to an adult about bullying, be clear about:

- What has happened to you
- How often it has happened
- Who was involved
- Who saw what was happening
- Where it happened
- What you have done about it already

If you find it difficult to talk to anyone at school or at home, ring

Childline, Freephone 0800 1111, www.childline.org.uk

Bullying

Don't Suffer in Silence

- Information for parents and families

Every school is likely to have some problem with bullying at one time or another. Your child's school must by law have an anti-bullying policy, and use it to reduce and prevent bullying, as many schools have already successfully done.

Bullying Behaviour includes:

- Name calling and nasty teasing
- Threats and extortion
- Physical violence
- Damage to belongings
- Leaving pupils out of social activities deliberately and frequently
- Spreading malicious rumours

Parents and families have an important part to play in helping schools deal with bullying.

First, discourage your child from using bullying behaviour at home or elsewhere. Show how to resolve difficult situations without using violence or aggression.

Second, ask to see the school's anti bullying policy. Each school must have an anti bullying policy which sets out how it deals with incidents of bullying. You have a right to know about this policy which is as much for parents as for staff and pupils.

Third, watch out for signs that your child is being bullied, or is bullying others. Parents and families are often the first to detect symptoms of bullying, though sometimes school nurses or doctors may first suspect that a child has been bullied. Common symptoms include headaches, stomach aches, anxiety and irritability. It can be helpful to ask questions about progress and friends at school; how break times and lunchtimes are spent; and whether your child is facing problems or difficulties at school.

Don't dismiss negative signs. Contact the school immediately if you are worried.

If your child has been bullied:

- Calmly talk to your child about it
- Make a note of what your child says – particularly who was said to be involved; how often the bullying has occurred; where it happened and what has happened
- Reassure your child that telling you about the bullying was the right thing to do
- Explain that any further incidents should be reported to a teacher immediately
- Make an appointment to see your child's class teacher
- Explain to the teacher the problems your child is experiencing

Talking to teachers about bullying:

- Try and stay calm – bear in mind that the teacher may have no idea that your child is being bullied or may have heard conflicting accounts of an incident
- Be as specific as possible about what your child says has happened – give dates, places and names of other children involved
- Make a note of what action the school intends to take
- Ask if there is anything you can do to help your child or the school
- Stay in touch with the school – let them know if things improve as well as if problems continue

If you think your concerns are not being addressed:

- Check the school anti bullying policy to see if agreed procedures are being followed
- Discuss your concerns with the parent governor or other parents
- Make an appointment to meet the headteacher, keeping a record of the meeting
- If this does not help, write to the Chair of Governors explaining your concerns and what you would like to see happen
- Contact local or national parent support groups for advice
- Contact the Director of Education for your authority, who will be able to ensure that the Governors respond to your concerns
- Contact the Family Live helpline for support and information at any of these stages
- In the last resort, write to the Secretary of State for Education and Employment

If your child is bullying other children:

Many children may be involved in bullying other pupils at some time or other. Often parents are not aware. Children sometimes bully others because:

- They don't know it is wrong
- They are copying older brothers or sisters or other people in the family they admire
- They haven't learnt other, better ways of mixing with their school friends
- Their friends encourage them to bully
- They are going through a difficult time and are acting out aggressive feelings

To stop your child bullying others:

- Talk to your child, explaining that bullying is unacceptable and makes others unhappy
- Discourage other members of your family from bullying behaviour or from using aggression or force to get what they want
- Show your child how to join in with other children without bullying
- Make an appointment to see your child's class teacher; explain to the teacher the problems your child is experiencing; discuss with the teacher how you and the school can stop them bullying others

- Regularly check with your child how things are going at school
- Give your child lots of praise and encouragement when they are cooperative or kind to other people

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