



Anti-Bullying Policy

Derwent Vale Primary & Nursery School Anti-bullying Policy has been devised with due consideration to and in line with guidance given in:-

- DfE Behaviour and Discipline in Schools - July 2013 (Guidance for governing bodies)
- DfE Behaviour and Discipline in Schools - February 2014 (Advice for headteachers and school staff)
- DfE Prevention and Tackling Bullying - March 2014 (Advice for headteachers, staff and governing bodies)
- DfE Supporting children and young people who are bullied: advice for schools - March 2014
- DfE Bullying at school and the law - November 2013
- The Equality Act 2010

Our Anti-bullying Policy links with a number of other school policies:

- Behaviour Management Strategy Policies - 'Promoting Positive Behaviour', 'Dealing with Severe Disruptive Behaviour' and 'Physical Intervention'.
- The School Code of Conduct
- Equality Act 2010 Compliance
- Safeguarding Policy
- Home School Contract
- General Complaints Procedure

"No school is completely free of bullying, and therefore all schools need to actively address the issue"
(Solutions to Bullying, Sue Young 2002)

Derwent Vale Primary & Nursery School, through its Vision, Ethos & Values seeks to build a community that will flourish in a collaborative and mutually supportive atmosphere.

To achieve this we aim to:

- Promote positive behaviour, self-discipline and respect for others.
- Promote a positive anti-bullying ethos.
- Train staff to be aware of bullying in its different forms.
- Be proactive, responsive and preventive in dealing with bullying issues.
- Teach pupils the nature and consequences of racism, teasing, bullying and aggressive behaviours through PSHE, Collective Worship, Circle Time & Council discussions.
- Teach pupils how to respond to bullying and how to ask for help or report bullying.
- Act promptly and firmly to eradicate bullying.

BULLYING - The Beliefs & Values of Derwent Vale Primary & Nursery School

All pupils and staff have the right to feel happy, safe and included.

Pupils and staff have the right to work in an environment without harassment, intimidation or fear.

All bullying, of any sort, is therefore unacceptable.

Pupils who experience bullying will be supported.

We recognise the effects that bullying can have on pupils' feelings of worth and on their schoolwork, and the school community will actively promote an anti-bullying environment.

Our Intentions in Producing this Policy are:

- To express our belief that all pupils should be included fully in the life of the school.
- To provide a learning environment free from any threat or fear, which is conducive to the achievement of individual aspirations.
- To reduce and to eradicate wherever possible, instances in which pupils are made to feel frightened, excluded or unhappy.
- To reduce and to eradicate wherever possible, instances in which pupils are subject to any form of bullying.
- To establish a means of dealing with bullying, and of providing support to pupils who have been bullied.
- To ensure that all pupils and staff are aware of the policy and that they fulfil their obligations to it.
- To meet any legal obligations which rest with the school.

Definition of Bullying

Bullying ... involves dominance of one pupil by another, or a group of others, is pre-meditated and usually forms a pattern of behaviour.

Bullying is therefore:

- Deliberately hurtful
- Repeated, often over a period of time
- Difficult for victims to defend themselves against

It can take many forms but the main types are:

- Physical - hitting, kicking, taking another's belongings.
- Verbal - name calling, insulting, making offensive remarks.
- Indirect - spreading nasty stories about someone, exclusion from social groups, being made the subject of malicious rumours.
- Cyber - anonymous notes and texts, hurtful emails and inappropriate use of social networking sites or instant messaging, sending offensive or degrading images by phone or via the internet, blackmail and deliberately embarrassing or humiliating others.

Some forms of bullying are attacks not only on the individual, but also on the group to which he or she may belong. Within school we will pay particular attention to:

- Racial harassment and racist bullying.
- Sexual bullying.
- Homophobic - because of, or focussing on the issue of sexuality including gender re-assignment and sexual orientation.
- Bullying of pupils who have special educational needs or disabilities.

Creating an Anti-Bullying Climate at Derwent Vale Primary & Nursery School

Derwent Vale Primary School's Behaviour Management Strategy explains how we 'Promote Positive Behaviour' in school to create an environment where pupils behave well; where pupils take responsibility for each other's emotional and social well-being and include and support each other.

We draw on Cumbria's 'Behaviour Curriculum' and promote appropriate behaviour through direct teaching, and by creating an emotionally and socially safe environment where these skills are learned and practised.

Our aim is to create a climate where bullying is not accepted by anyone within the school community.

Our curriculum, in particular PSHE & Citizenship, will be used to:

- Raise awareness about bullying and our 'Anti-bullying Policy'.
- Raise awareness of other anti-social behaviour.
- Increase understanding for victims.
- Help build an anti-bullying ethos.
- Teach pupils how constructively to manage their relationships with others.
- Teach pupils how to communicate with adults in such circumstances.
- Explore why people bully each other.
- Explore the effects of bullying on the bullied, on bullies and on bystanders.
- Explore what we can do to stop bullying.

Communicating Our Commitment to Anti-bullying

Class discussion, circle time, role plays, stories and visitors, such as theatre groups or individuals, are used to show what pupils can do to prevent bullying, and to create an anti-bullying climate in school.

Daily Collective Worship is used as a platform to reinforce our message that bullying will not be tolerated. Collective Worship sessions delivered on this theme are logged along with all other Collective Worship themes.

Bullying will not be tolerated and we make this clear in the School Brochure information we give to pupils and parents when they join our school.

Periodic poster campaigns are used on the school notice boards and in classrooms to remind pupils that bullying is not acceptable, and to tell them what to do if they are bullied.

Posters tell pupils about 'Childline' and other sources of confidential help. The Childline contact number is displayed around school.

A "worry Box" has been set up in each class, which allows pupils to report, anonymously, any specific or general concerns about bullying in school.

Our School Council offers a forum in which concerns about bullying can be discussed.

We provide written guidance for parents on the signs of bullying and what to do if they suspect their child is being bullied at school. (Appendix 1.)

We provide written guidance to all our pupils to explain what they should do if they are being bullied, or if they see another pupil being bullied. (Appendix 2.)

Action to Reduce the Likelihood of Bullying

- Discuss the issue with staff & pupils regularly.
- Ask pupils where and when bullying occurs in school.
- Maintain appropriate levels of supervision by staff.
- Provide regular training for teachers and non-teaching staff (including mid-day supervisors) on spotting the signs of bullying and how to respond.
- Promote 'peer action' - encourage pupils to report incidents of bullying immediately.

Strategies for Dealing with Bullying

Derwent Vale Primary & Nursery School has a combination of strategies that can be drawn on and adapted to fit the circumstances of particular incidents.

Approaches will be used flexibly at the discretion of the Headteacher.

When bullying occurs, we will contact the parents of the pupils involved at an early stage.

Key Strategies

1. Circle Time:

- Creates a safe space to explore issues of concern.
- Explores relationships with adults & peers.
- Enhances effective communication.
- Affirms the strengths and enhances the self-esteem of each member.

2. Circle of Friends/Circle of Support:

- Builds relationships around a vulnerable pupil.
- Improves the level of acceptance and inclusion of the pupil.
- Helps the pupil make friends inside or outside the circle.
- Increases the insight into the pupil's feelings and behaviour.

3. Befriending:

- Assigning a volunteer to 'be with' or 'befriend' peers makes a pupils feel more positive about themselves having had someone to talk to about their feelings/problems.
- 'Befrienders' feel more confident and value other people more.
- School becomes safer & more caring as relationships improve generally.

4. Support Group / Problem Solving (Adult present as facilitator):

- A support group is formed for the bullied pupil made up of those involved in the bullying, bystanders and victims friends.
- Responsibility for change lies with the participants in the bullying.
- The bully needs to identify with the victim initially.
- The bully needs to be involved in helping to resolve the problem.
- Reviews take place regularly by interviewing all parties individually.

5. Mediation by Adults /Problem Solving

- Hold individual 'chats' with bully and victim.
- Get agreement with each that bullied party is unhappy and that they will help to improve the situation - if they cannot suggest ways adult must be prescriptive.
- Chat supportively with victim & explain decisions.
- Check progress week later, meet all involved and reach agreement on reasonable long term behaviour.
- Check whether bullying starts again or targets another pupil.
- If bullying persists, combine other strategies to specifically target bully and involve parents.

6. Mediation by Peers / Problem Solving (Adult present as facilitator):

- Facilitator helps voluntary participants resolve their dispute.
- This enables victim & bully to identify problems and solutions, diffusing tension between peers.
- Ensure that all involved come away feeling outcome is fair to both sides.
- Define the problem.
- Identify key issues.
- Brainstorm possible options.
- Negotiate a plan of action and agreement.
- Follow-up to evaluate action.

7. Assertiveness Training Groups:

- In a safe and supportive environment, bullied pupils talk about their experiences, and learn and practice effective responses.

When Tougher Strategies are Needed

Where pupils do not respond to preventive strategies to combat bullying, Derwent Vale Primary & Nursery School will need to take tougher action to deal with persistent and violent bullying.

Agreed sanctions for dealing with this level of bullying are outlined in the school's 'Policy for Dealing with Severe Disruptive Behaviour' and will be consistently applied.

Sanctions include:

- Removal from group and 'normal' classroom interaction ('school seclusion').
- Withdrawal of break and lunchtime privileges.
- Withholding participation in any school trip or sports events that are not an essential part of the curriculum.
- Fixed term exclusion.
- Permanent exclusion - in circumstances of serious violence. The Headteacher's decision to permanently exclude a pupil due to serious violence **should not be overruled** by an Appeal Panel.

Responding to Incidents of Bullying As They Occur

Pupils who have been bullied should report this to their class teacher or the teacher on duty.

Pupils who see others being bullied should report this to their class teacher or the teacher on duty.

Members of staff who receive reports that a pupil has been bullied should report this to the Headteacher.

The Headteacher will log reports of bullying. This record of incidents will show when we become aware of the bullying and how we responded to it.

Where bullying is of a racist nature, we will report this to the Local Education Authority using the Racial Incident Report Form.

All reports will be taken seriously and will be followed up by class teachers and then the Headteacher.

We will follow up after incidents to check that the bullying has not started again. We will do this within two weeks, and again within the following half term.

Work with children who have been bullied:

- We will provide support to pupils who are bullied.
- They will be reassured that they do not deserve to be bullied and this is not their fault.
- We will assure them that it was right to report the incident.
- We will encourage them to talk about how they feel.
- We will try to ascertain the extent of the problem.
- We will engage them in making choices about how the matter may be resolved.
- We will try to ensure that they feel safe.
- We will discuss strategies for being safe and staying safe.
- We will ask them to report immediately any further incidents to us.
- We will affirm that bullying can be stopped and that our school will persist with intervention until it does.

Work with children who are bullying:

- We will interview the pupil (or pupils) involved in bullying separately.
- We will listen to their version of events.
- We will talk to anyone else who may have witnessed the bullying.
- We will reinforce the message that bullying is not acceptable, and that we expect bullying to stop.
- We will seek a commitment to this end.
- We will affirm that it is right for pupils to let us know when they are being bullied.
- We will adopt a joint problem solving approach where this is appropriate, to help us find solutions to the problem. This will encourage pupils involved to take responsibility for the emotional and social needs of others.
- We will consider sanctions under our school's Behaviour Management Strategy.
- We will advise pupils responsible for bullying that we will be checking to ensure that bullying stops.
- We will ensure that those involved know that we have done so.

When bullying occurs, we will contact the parents of the pupils involved at an early stage.

Responsibilities

Everyone within school is expected to:

- Act in a respectful and supportive way towards one another.
- Adhere to and to promote the objectives of this policy.

Pupils are expected to:

- Report all incidents of bullying.
- Report suspected incidents that victims may be afraid to report.
- Support each other and seek help to ensure that everyone feels safe, and nobody feels excluded or afraid in school.

Parents can help by:

- Supporting our anti-bullying policy and procedures.
- Discussing with their child's teacher any concerns that their child may be experiencing bullying or involved in some other way.
- Helping to establish an anti-bullying culture outside of school.

PARENTS PLEASE REMEMBER - It is not OK to 'fight back' or 'stick up for yourself' through violence or bullying of any kind. Encouraging this behaviour does not support our efforts to eradicate bullying in school!!

OPEN COMMUNICATION WITH PARENTS AND PUPILS IS THE ONLY WAY FORWARD

Bullying Outside the School Premises

Derwent Vale Primary & Nursery School is not responsible for bullying that occurs off the premises but we know that bullying can occur outside the school gates and on journeys to and from school. The bullying may be done by: pupils from our own school, by pupils from other schools or by people who are not at school at all.

Where a pupil or parent tells us of bullying off the school premises we will:

- Talk to pupils about how to avoid or handle bullying outside of school.
- Talk to the Headteacher of another school whose pupils are bullying.
- Talk to the transport company about bullying on buses.
- Talk to the Police.

The County's Legal Services advise us that we can take disciplinary action against pupils for incidents that occur outside the school premises although we are not responsible in a general sense for bullying off the premises.

Concerns, Complains and Feedback

We recognise that there may be times when parents feel that we have not dealt well with an incident of bullying - and we would ask that this is brought to the Headteacher's notice.

If the Headteacher cannot resolve these concerns informally, parents can raise their concerns more formally through the school's 'Complaints Procedure' by writing to or approaching, in person, a Governor of the school.

We would also be pleased to receive feedback from parents when things have gone well.

This will help us to evaluate and continually improve our procedures for the benefit of all our pupils.

Evaluating the Policy

We will evaluate our anti-bullying policy using the following measures:

- Collating the numbers of incidents that are reported to staff over a given period.
- Measuring pupils' perceptions of bullying in school through structured discussions in class time.
- Measuring pupils' perceptions of the scale of bullying through periodic questionnaires.
- From the comments received in our anti-bullying "Help Box."
- We will investigate patterns of absence to ensure that children are not taking unnecessary days off school due to fear of being bullied.
- The number of complaints and compliments that we receive from parents.

Ownership of this Anti-bullying Policy

The policy applies to all staff and to all pupils, whether temporarily or permanently on the school roll.

The Headteacher is responsible for introducing and implementing this policy. However all staff, all pupils and their parents have an active part to play in the development and maintenance of the policy, and in its success.

Governors will ask for regular briefings (every three months - CCC Insurers) on bullying within school and these briefings will be noted in meeting minutes. Governors will expect an annual report on the operation of this policy.

One of our Governors will take a special interest in Anti-bullying within school.

Information For Parents – Is Your Child Being Bullied?

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.
- Cyber bullying in any form.

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 that sets out how it deals with incidents of bullying. You have a right to know about this policy that 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.

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.

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 or form tutor; 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 co-operative or kind to other people.

Organisations that can help:

- Bullying UK - advice and support
www.bullying.co.uk
- Anti Bullying Campaign, 185 Tower Bridge Road, London SE1 2UF.
Tel: 0207 378 1446 (9.30 am - 5.00 pm).
- Children's Legal Centre, www.childrenslegalcentre.com
- Kidscape, <http://www.kidscape.org.uk/>
2 Grosvenor Gardens, London SW1W 0DH.
Tel: 08451205204

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

- Family lives:
familylives.org.uk
Tel: 0808 800 2222.

National helpline for parents (7am - Midnight).

Information For Pupils - Are You Being Bullied?

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 Peer Mentors and 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.
- Use the school's Peer Mentors.
- 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.nspcc.org.uk

The phone call is free. It is a confidential helpline.