



# Perdiswell Primary School

## Anti-bullying Policy

At Perdiswell Primary School the aim of our anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at our school.

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves.

The three main types of bullying are:

- physical (hitting, kicking, theft)
- verbal (name calling, racist remarks)
- indirect (spreading rumours, excluding someone from social groups)

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 or truanting from school. Pupils must be encouraged to report bullying in schools.

Schools' teaching and support staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with school policy.

### Perdiswell's Anti-Bullying Curriculum

In all aspects of our school curriculum, staff will promote the Perdiswell Values of:

- Respect
- Unity
- Honesty
- Perseverance
- Empathy
- Independence

In all lessons and assemblies but especially PSHE, Computing and RE, staff will make reference to and consider how we can care for each other and develop positive relationships. This includes a rigorous e-safety curriculum for all year groups to ensure on-line bullying is recognised. Children will identify that every week is 'Anti-Bullying Week' and know that all adults are here to keep them safe and listen to concerns, taking them seriously.

In line with our Behaviour Policy, logs will be kept on behaviour incidents to monitor for any patterns that may indicate a particular child is vulnerable or is consistently demonstrating unkind behaviour.

## **Implementation**

### *School*

The following steps may 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 incident will be recorded and given to the Deputy Head teacher
- The Deputy Head teacher will interview all concerned and will record the incident
- Parents will be kept informed
- Punitive measures will be used as appropriate and in consultation with all parties concerned

If the Headteacher or Deputy Headteacher is made aware of on-line bullying that occurs out of school hours, parents of those concerned will be informed immediately. Punitive measures will be agreed between school and parents as appropriate.

### *Pupils*

Pupils who have been bullied will be supported by:

- offering an immediate opportunity to discuss the experience with a member of staff of their choice
- reassuring the pupil
- offering a restorative meeting with the child or children who has bullied them
- offering continuous support
- restoring self-esteem and confidence

Pupils who have bullied will be helped by:

- discussing what happened
- discovering why the pupil became involved
- establishing the wrong doing and need to change
- informing parents or guardians to help change the attitude of the pupil

If persistent bullying is identified then the following disciplinary steps will be taken:

- Parents of the bully will be invited in for a meeting and the incidents discussed.
- Verbal warning to the pupil during the parent meeting to cease the offending.
- Short term period of exclusion from all break times if that is where the incidents are occurring

- Short term move away from regular seating position in classroom which may include moving to a different class.
- At least one week on a Behaviour Report to be kept by the Deputy or Key Stage Assistant Headteacher.
- If the Behaviour Report is positive for the 5 day period, the pupil will come off report but very close monitoring will be maintained.
- If any incidents are logged on the Report, an additional week of Behaviour Report will be actioned and parent will be invited to another meeting.
- Minor fixed-term exclusion will be actioned if further incidents occur
- Major fixed-term exclusion will be actioned if behaviour does not improve within 6 weeks.
- Permanent exclusion will be actioned if bullying of any pupils persists.

### **Monitoring, evaluation and review**

The school will review this policy in accordance with its policy review schedule and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.