

# EVERSLEY PRIMARY SCHOOL



## SCHOOL POLICY

***Anti-Bullying***

Implemented: ..... 26<sup>th</sup> March 2019 .....

Date for review: ..... Spring 2022 .....

**Eversley Primary School**  
**Anti-Bullying Policy**

The aim of the 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. We believe that only when issues of bullying are addressed pupils are able to fully benefit from the opportunities available in school.

A person is bullied when he or she is exposed regularly and over time to negative actions on the part of one or more persons with the intent of causing distress. Bullying is not a random act of aggression but can include the following:

- **Physical** (hitting, kicking, theft)
- **Verbal** (name calling, discriminatory remarks)
- **Indirect** (spreading rumours, excluding someone from social groups)
- **Cyber** (unpleasant texts or emails) - Cyber bullying outside of school hours is not the responsibility of the school. Incidents occurring that affect school life will be dealt with by staff in line with this policy.

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 reluctance to come to school. Pupils must always be encouraged to report bullying.

Children have the right to feel safe both in school and outside. Our school ethos reflects that views are listened to and people are free from bullying and intimidation. Bullying happens in all walks of life. All school staff have regular training in how we handle a bullying issue and we make it clear to pupils, staff, parents and governors that when bullying happens we will work as a community in accordance with our policy to help both people who are harmed and the perpetrators. We will ensure the safety of the targeted pupil and do our best to support improved behaviour from the perpetrator.

Staff:

- Will listen to pupils when they are willing to talk about bullying
- Will be sensitive to a pupil's need for privacy and respect
- Will not misuse a position of power to humiliate or belittle pupils in this school

Pupils are taught to recognise each other's right to:

- Be physically safe
- Be free of insult, derogatory terms and teasing
- Be able to associate with other children for companionship and friendship
- Have their personal belongings treated respectfully

Our curriculum includes Personal, Social and Health Education and anti-bullying is taught explicitly and regularly throughout the school. Anti-Bullying is also approached implicitly through the thematic approach to curriculum and through assemblies and story time. Annually the whole school has a focus on anti-bullying during Anti-Bullying Week.

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, normally the class teacher or LSA. This could either be by the member of staff dealing with the matter themselves or by them passing it to someone else, e.g. the Learning Mentor, Behaviour Support Worker or a more senior member of staff.

### **Support Group Approach**

The Support Group Approach is how we deal with bullying at Eversley, it follows these seven steps:

- Step one - Talk with the targeted pupil
- Step two - Convene a meeting with all the people involved
- Step three - Explain the problem
- Step four - Share responsibility/Mediation
- Step five - Ask the group members for their ideas/Restorative justice
- Step six - Leave it up to them
- Step seven - Meet them again

We take the view that bullying is an interaction which establishes group identity, dominance and status at the expense of another. It is only by the development of 'higher values' such as empathy, consideration and unselfishness that the situation will improve. This is the aim of the Support Group Approach.

A clear account of the incident and action taken will be recorded and kept on file. Parents will be involved in this process where appropriate. A consequence will be given to the perpetrator as appropriate.

The following are examples of disciplinary steps that can be taken:

- Official warnings to cease offending
- Issue of a Yellow Card
- Exclusion from certain areas of school premises or break times
- Exclusion from certain activities
- Formal letter home to parents
- Issue of a Red Card
- Internal exclusion
- Fixed term exclusion
- Permanent exclusion

We are proactive in our approach to preventing bullying and use strategies to improve the social skills, attitudes and behaviour of all pupils through our curriculum and school policies. This includes a focus on relationships and pupil engagement to produce a culture of inclusiveness and acceptance where bullying is less likely to thrive.