



# ANTI BULLYING POLICY

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This policy needs to be read in conjunction with the following policies:

- Behaviour for Learning Policy
- Equalities Policy
- Esafety Policy

Updated: Sept 2022

Signed: SJ & TC

Review Date: Sept 2023

## AIMS AND VISION

At London Colney Primary School we strive to ensure that all our children are happy and successful. In our inclusive school everyone is equal and differences are celebrated. We work in partnership with parents and carers to inspire a love of learning. We are passionate about offering challenge, fun and excitement within a caring and safe learning environment where everyone can be the best they can possibly be.

Through consistently high expectations we will give your child the skills to be an outstanding and motivated LEARNER:

- Listener
- Enthusiastic
- Ambitious
- Resilient
- Nurturing
- Engaged
- Respectful

Our vision is underpinned by the British values.

## RATIONALE

We are aware that bullying can happen anywhere, but we strongly believe that every child at London Colney Primary School has the right to feel safe. Nobody has the right to make another person unhappy. **In November 2016 our parents reported that 100% of our pupils were happy at school and 100% felt safe.** Bullying is wrong and we do not want it in our school.

## DEFINITION

At London Colney School we define bullying as:

Any form of deliberate behaviour, by an individual or group, repeated over time which intentionally causes hurt or distress physically or emotionally to another person or group. This may happen in school or outside school.

Emotional	<ul style="list-style-type: none"><li>• Being unfriendly</li><li>• Excluding someone</li><li>• Threats</li><li>• Whispering about them in front of the victim</li></ul>
Physical	<ul style="list-style-type: none"><li>• poking, pushing, punching, hitting, biting, kicking or any use of violence</li></ul>
Racial	<ul style="list-style-type: none"><li>• Racial taunts, graffiti, gestures.</li></ul>
Sexual	<ul style="list-style-type: none"><li>• Unwanted physical contact or sexually abusive comments</li></ul>
Homophobic	<ul style="list-style-type: none"><li>• Because of, or focusing on the issue of sexuality</li></ul>
Direct or indirect verbal	<ul style="list-style-type: none"><li>• Name calling</li><li>• Sarcasm</li><li>• Spreading rumours</li><li>• Teasing</li></ul>
Cyber bullying	All areas of the Internet: <ul style="list-style-type: none"><li>• Emails</li><li>• Text messaging</li><li>• Social Media</li></ul>

It is also bullying if someone repeatedly says hurtful things about the religious faith, gender, disability, special educational needs, appearance or family issues of other children.

At London Colney Primary School, all unkind actions or remarks are wrong but if children have a quarrel and hurt each other, it is not necessarily bullying. However, all incidents of alleged or

suspected bullying will be rigorously investigated and dealt with appropriately. All staff who work in our school are responsible for promoting the emotional well-being of individual pupils.

As a school, we aim to prevent bullying ever occurring. We use the following strategies to support our children:

- A culture and ethos of respect and equality
- Promotion of the Behaviour for Learning characteristics
- Dealing with low level incidents effectively to avoid them escalating
- Working with families
- Identifying potentially vulnerable pupils
- Personal, Social, Health Education
- Pupil Surveys
- Circle of friends
- Peer Mediators
- Play Leaders

### **WHAT TO DO**

By creating an atmosphere of care, understanding, trust and responsibility we, thankfully, have few incidents of bullying. However, we are here to deal with it if it does occur.

### **CHILDREN**

If you are unhappy, frightened or scared of someone who is hurting you in any way, tell an adult. If someone hurts you, you may be able to deal with the situation on your own but if it happens again and again to you or your friends you may be being bullied. Tell an adult who will decide how to deal with your problem. Don't suffer on your own. This is not 'telling tales'. Bullying is too important not to report. If you see someone being intentionally hurt by someone else again and again, then you must tell a teacher. Once again, this is not telling tales, but finding someone who can support those children to sort out their problems before they become too serious.

### **PARENTS**

Children rarely set out to bully other children. However, sometimes they make mistakes with their relationships and need support to deal with these situations.

Any parent who thinks that their child is being bullied should report it to the class teacher. The matter will be investigated in a sensitive and caring way.

<b>Person reporting</b>	<b>Action</b>	<b>Action by the HT/ DHT</b>
Pupil (alleged victim) Parent of the pupil Pupil (concerned about another pupil) Other Adult	Record details, evidence, potential witnesses, dates on a Record of Concern Form  Report to the Headteacher / DHT as soon as possible.	Talk to the person reporting their concerns to establish the background and details. Everyone involved will be spoken to individually. Each case will be assessed on an individual basis and actions will be decided in discussion with those directly involved. Staged response: <ol style="list-style-type: none"> <li>1. Listen to the alleged victim.</li> <li>2. Take their concerns seriously.</li> <li>3. The alleged victim should be comforted and reassured. Assure them everything will be done to resolve the situation.</li> <li>4. An intervention with the whole class, small group through PSHE.</li> <li>5. Protective behaviours training for the victim.</li> <li>6. The alleged bully should be made to realise how upset the other child is.</li> </ol>

		<ol style="list-style-type: none"> <li>7. Ensure that the victim is safe and in certain circumstances ensure the bully is safe</li> <li>8. All staff to be informed of specific issues to monitor</li> <li>9. Regular contact with parents to monitor the situation</li> <li>10. Liaise with the LA Anti-Bullying Adviser</li> </ol>
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Where bullying is found to have occurred the bully will be punished in line with the behaviour policy. If bullying continues, the escalation process described in the Behaviour for Learning Policy will be followed.

### **Appendix**

Where to seek additional support  
Further sources of information:

<http://www.anti-bullyingalliance.org.uk/>

<https://www.kidscape.org.uk/>

<https://www.childline.org.uk/Pages/Home.aspx>

Childline 0800 1111

*The best way to stop online bullying is through prevention.*

1. *Make screen time a social activity, encourage your child to play on their tablet in the same room as you, so you can see where on the internet your child is playing. Allowing kids to take their screens into their bedrooms can encourage secretive behaviour.*
2. *Encourage children to talk to you about what they're doing online by asking them questions as they play. This is a good way to develop a trusting relationship with your child about what they are doing online and allows a way for you to introduce the notion of online safety without being preachy.*
3. *Explain to your child that just as we don't talk to strangers in the street, so we shouldn't talk to strangers online.*
4. *Keep your online passwords to yourself so that your kids can't download inappropriate games or change your privacy settings.*
5. *Set boundaries from the start. Explain to your child what they are allowed to do online and what they should do if they find inappropriate content (ie disconnect). Limit screen time by turning off the wifi or providing another incentive to stop after an agreed time. If that agreement is broken restrict access for a period of time.*
6. *Social networks have a minimum age restriction for a reason, usually 13 years old. Follow the guidelines which are in place for your children's safety. If your child is already on social networks, use the privacy settings on offer and turn off locations on apps like Facebook and Instagram.*
7. *Be careful what pictures or videos you upload of your children and ask them to exercise the same caution. Once a picture is shared online it cannot be taken back.*
8. *Explain to your child that they should only add people they know and trust to friends/followers lists online. If talking to strangers they should keep their personal information safe and location hidden.*