



QUEEN VICTORIA PRIMARY SCHOOL

ANTI-BULLYING POLICY

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QUEEN VICTORIA PRIMARY SCHOOL.

ANTI-BULLYING POLICY

2023- 2024

Definition

'Bullying is behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally'

(Preventing and Tackling Bullying, Advice for School Leaders, Staff and Governing Bodies, 2011, Department for Education).

This policy refers to all forms of bullying, which includes bullying relating to race, religion and culture, homophobic bullying, bullying related to special educational needs and disabilities, sexist and sexual bullying, and the use of cyber technology to bully.

Aims

- To create an ethos in which is a positive for all members of our school community
- To enable everyone to feel safe
- To promote greater understanding of the term 'bullying'
- To communicate that bullying unacceptable at Queen Victoria Primary
- To encourage pupils to report incidents of bullying, including cyber bullying
- To deal with bullying incidents promptly and effectively
- To support and protect victims of bullying
- To support children displaying bullying behaviours, so that they change their attitude and develop an improved understanding of the damaging effect of bullying
- To be proactive in deterring bullying behaviours.

Statement of Intent

At Queen Victoria Primary School, we are committed to providing a caring, friendly and safe environment for all of our pupils, so they can learn in a safe and secure atmosphere.

We believe bullying of any kind is unacceptable. If bullying does occur, all pupils should be able to tell someone, and know that incidents will be dealt with promptly and effectively. We are a '*TELLING*' school. This means that **anyone** who knows that bullying is happening is encouraged and expected to let someone know, to ensure the bullying will stop. Bullying behaviour against child or adult will not be tolerated.

What is Bullying?

Bullying is the use of aggressive behaviour, name-calling or intimidation with the intention of hurting another person. The definition of Bullying is: **“the process of intimidating or mistreating somebody weaker or in a more vulnerable situation.”**

Bullying results in pain and distress to the victim.

Bullying can be short term or continuous over a long period of time. Bullying is not a one off incident.

Bullying can include:

- Emotional: humiliation, being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures etc)
- Physical: pushing, kicking, hitting, punching or any use of violence
- Racist: racial taunts, graffiti or gestures
- Sexual: unwanted physical contact or sexually abusive comments
- Homophobic: because of, or focussing on the issue of sexuality
- Verbal: name-calling, sarcasm, ridicule, spreading rumours and persistent teasing
- Cyber: All areas of internet, such as email, internet chat room and social networking sites, such as: online gaming (Xbox Live). Mobile phone threats by text messaging and calls, distributing photos, etc. Misuse of associated technology i.e. camera, phone and video facilities

We are aware that children from ethnic minorities, disabled children and those with learning difficulties are more vulnerable to this form of abuse and may well be targeted

What effect bullying may have on a child?

To a child bullying is:

- Isolating
- Deliberately hurtful
- Repeated
- Difficult to counteract by the victim
- Different from random acts
- Characterised by an 'imbalance of power' e.g. a more powerful person or persons intentionally hurting a less powerful person or persons

We understand that bullying behaviour can take place on the way to and from school or in the wider community; and can have a significant impact on a pupils' wellbeing and their ability to learn. We recognise that online bullying in particular can mean that a child or young person can experience bullying throughout their day; and when they are at home. Our Computing curriculum contains planned units that explore

Online Safety. Online bullying behaviour is treated like any other form of bullying; this includes an investigation, possible sanction and logging of incidents. We will respond to bullying behaviour reported outside of school. It is the responsibility of parents/carers to report these incidents to the school.

Bullies and Victims

A child who demonstrates 'bullying behaviours' is not necessarily a 'bad' person. However, the behaviours that they exhibit are not acceptable and not condoned. This understanding is fundamental to this policy.

Children who demonstrate bullying behaviours often lack interpersonal skills. They can be very charismatic, but also manipulative.

A bully is often, but not always, a person who:

- is uncaring and lacking in empathy
- can often be aggressive, easily resorting to violence
- is poor in communication and co-operative skills
- is insecure, possibly due to problems at home or at school
- feels the need to gain control or power
- will lie and be deceitful
- needs to impress and gain attention
- has a poor sense of responsibility
- can be manipulative

A victim is often, but not always, a person who:

- is timid and non-assertive
- is introverted and shy
- has lower self-esteem
- is physically weak
- has a difference that is easily recognisable
- has difficulty dealing with conflict at any level and is 'easily led'

Reasons why children bully

Research in Dudley in 2014 highlighted that; 92% of boys and 84% of girls indicated that they sometimes 'want to hurt someone'. This may be an indication that most children are capable of bullying behaviour at some time in their lives.

A child may display 'bullying' behaviour if:

- they feel that they do not fit in
- they need to be seen as tough
- they think that it is okay to hurt others
- they are influenced by repeated behaviour demonstrated to them outside of school, e.g. media influences, modelled behaviour by older siblings, children and other people who they live with, television and computer games

- not liking themselves or jealous of another person
- they have low self-esteem
- they are being bullied themselves

Why is it important to respond to bullying?

- bullying causes physical and emotional hurt
- no one deserves to be a victim of bullying
- bullying has the potential to damage the mental health of a victim
- everybody has the right to be treated with respect
- pupils who are bullying need to learn different ways of behaving

Signs, Symptoms and Advice

A child may indicate, by signs or behaviour, that they are being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school
- does not want to go on the bus
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- school work deteriorates
- comes home with clothes torn or books damaged
- has possessions which are damaged or 'go missing'
- asks for money or starts stealing money (to pay the bully)
- has dinner or other monies continually 'lost'
- has unexplained cuts or bruises
- comes home hungry (money/lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what is wrong with them
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous and jumpy when a cyber-message is received
- becoming short tempered
- a change in attitude to people at home

These signs and behaviours can be an indication of other problems, but bullying should be considered as a possibility, and should be investigated and reported to school when possible.

Reporting Incidents of Bullying

Reporting Incidents of Bullying (Parent/Carers)

Please report a suspected bullying incident to school either:

- In person: you can speak to staff on the gate at either end of the day, to your child's classteacher at the end of the day or come to the school's main office at any point throughout the school day
- By phone: please ask for the Pastoral Lead or a member of the Senior Leadership Team
- By email: please use the info@queen-vic.dudley.sch.uk email address.

Reporting Incidents of Bullying (child)

If a child feels that they are being bullied, then there are several procedures that they are encouraged to follow: (not hierarchical)

- Tell a parent or adult at home
- Tell the Pastoral Lead
- Tell a different member of staff, whom you feel you can trust.
- Tell a friend.
- Tell your School Leadership Team representative or a Peer Mentor
- Write your concern and post it in the 'Help' box, outside the Hub.

Investigating Allegations of Bullying

- When parents/carers have raised a concern about a potential bullying issue a member of the Senior Leadership Team or the Pastoral Lead will meet with them to discuss the concern. If appropriate, the alleged victim will at some point, attend the meeting.
- **An investigation will then take place involving:**
 - gaining information by separately speaking to the victim, the alleged perpetrator and any witnesses
 - speaking to members of staff involved with the victim and alleged perpetrator, to gain further information
 - parent/carers of the victim and alleged perpetrator may also be further spoken to regarding the incident or their general concerns
 - keeping the Headteacher informed of the ongoing investigation

• **Following the investigation:**

- the parent of the victim will be informed of the outcome of the investigation – this will be done via a face to face meeting or a phone call
- the parent of the alleged perpetrator will be informed of the outcome of the investigation – this will be done via a face to face meeting or a phone call
- the Headteacher will be informed of the outcome of the investigation
- support and Intervention will be offered to help the victim, and the perpetrator (bully) in changing their behaviour. This is regardless of ability or disability, in line with standard policy procedures in place, such as; adhering to the Code of Practice for children with SEND, Racial Equality, EAL etc...
- staff will monitor the situation between the victim and the perpetrator to ensure no further incidents arise
- if necessary and appropriate, external agencies will be consulted
- all information regarding bullying incident will be recorded on CPOMS

Parents should not:

- attempt to sort the problem out themselves by speaking to the child whom they think may be the bully, or by speaking to their parents
- encourage their child to be 'a bully' back
- use social media to seek explanation or to discuss concerns

These will only make the problem much harder to solve.

Outcomes

1. All known/reported incidents of bullying will be investigated by the Pastoral Lead or a senior member of staff at the earliest possible time.
2. The perpetrator (bully) will, after they have reflected and accepted their behaviour, attempt to right their wrong.
3. In cases which have been found to be of a bullying nature, a sanction will be issued; dependent on the severity this can result in the removal from playtimes, suspension or in very serious cases, this may result in a permanent exclusion.
4. In some cases, outside agencies may be requested to support the school or family in dealing with bullying e.g. The Police, Educational Psychologist or an Early Help referral may be suggested.

5. When possible the pupils will be reconciled, and both offered support.
6. After the incident has been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
7. Incidents of Bullying are recorded.

Prevention

At Queen Victoria Primary School, we work hard to equip children with strategies to prevent or deal with bullying. We do this in a variety of ways:

Peer Mentors: We have a team of trained peer mentors who are a source of support to their peers if they need someone to talk to in a time of crisis: signposting them to an adult who can help, particularly during unstructured times, such as breaktime and lunchtimes.

Our Peer Mentors will be easily identifiable by their badges; also by the Peer Mentor poster which is on display in every classroom; and on the display board, which is situated outside the school Pastoral room 'The Hub'.

The Hub (Pastoral Room) - Hub 'Help' Box: All children can place any worries that they have in the Hub 'Help' box outside our Pastoral room. The box is checked daily, with all concerns being responded to, and investigated if required.

The ethos and working philosophy of our school means that all staff actively encourage children to have respect for each other and for other people's property. Good, kind and polite behaviour is regularly acknowledged and rewarded.

Anti-Bullying Events: Across the year, when possible or necessary, we hold assemblies to heighten the children's awareness of bullying and what to do about it.

We also have visiting theatre companies in school, whose performances and associated workshops, allow children to explore the issues related to bullying.

We support Anti-Bullying week, by providing a variety of events to highlight the importance of dealing with bullying in the correct way.

Our Approach to Bullying

At Queen Victoria Primary School, behaviour is the responsibility of everyone; by communicating and working together, we can stamp out possible bullying of any form.

We believe that everyone must take responsibility for promoting our anti-bullying approach, by:

- telling someone
- supporting each other
- being an 'upstander' by standing up against bullying
- being a positive role model

Staff will:

- respond promptly to bullying incidents
- report incidents of suspected bullying to the Pastoral Lead or the Senior Leadership Team
- be the key adult academically and pastorally for the children they teach
- have the closest knowledge of the children in their care
- build relationships involving mutual support, trust and respect with children in their care
- Support the children's sense of well-being
- Provide children with a framework of behaviour through the following of the school behaviour policy
- model safe, caring and respectful behaviours to all children
- Raise awareness of bullying, including cyber bullying, through the curriculum, circle time opportunities and assemblies

Governors will:

- Regularly monitor incident reports of bullying and actions taken
- Remain updated of Anti Bullying information

Conclusion

We hope that all children, parents/carers, staff and governors will:

- feel that our school is a safe and respectful environment, where children can learn and build positive relationships
- feel secure and supported enough to report any incidents of suspected bullying
- know that we are all 'upstanders' who can tell someone within school, who will sensitively and respectfully listen and take the right action

Monitoring, Evaluation and Review

- This policy will be reviewed each academic year, with regard to its implementation and effectiveness
- This policy will be promoted and implemented throughout the school

Overall responsibility lies with the Headteacher; however, other key people to contact regarding alleged cases of bullying are the Pastoral Lead and members of the SLT.

Key people to contact regarding alleged incidents of bullying are:

Mrs Rindl, Headteacher
Mrs Walker, Deputy Headteacher & Mental Health Lead
Mrs Elwell, Pastoral Lead

These named persons take responsibility to ensure practices are adhered to within school, and annually monitor and review of the policy and behaviour systems within school.

HELPFUL ORGANISATIONS:

Advisory Centre for Education (ACE) 020 7354 8321
Children's Legal Centre 0845 345 4345
KIDSCAPE Parents Helpline (Mon-Fri, 10-4) 0845 1 205 204
Parent line Plus 0808 800 2222
Youth Access 020 8772 9900
Childline 0800 1111

<https://www.bullying.co.uk/>

<https://www.nidirect.gov.uk/articles/cyberbullying-keep-your-child-safe-online>

<https://www.ceop.police.uk/>

<https://www.digizen.org/>

<https://dudleysafeandsound.org/bullying>

<https://www.diana-award.org.uk>

<https://childline.org.uk>

GDPR – PERSONAL DATA

This policy requires the collecting of personal data and accordingly adheres to the principles of data protection law. Further information on the lawful basis of using personal data can be found in the school's privacy notices. The personal data obtained will also be managed in line with the school's data retention policy. For further information, please refer to the school's data protection policy.

Policy Reviews: October 2023
Next Review Date: October 2024