



Anti- bullying and Child on Child sexual violence and sexual harassment policy (2024)

STATEMENT OF INTENT

At Deighton Gates Primary School, we are committed to providing a caring, friendly and safe environment for all our pupils, so they can learn in a secure and positive atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should feel able to tell and know incidents will be dealt with promptly and effectively. We are a SEEING and TELLING school. This means that anyone who sees or knows that bullying is happening is expected to tell staff. This policy was reviewed as part of the Barnardo's Positive Identity Programme.

OBJECTIVES OF THIS POLICY

- All governors, teaching and non-teaching staff, pupils and parents have an understanding of what bullying is through meetings, workshops and information sent home.
- All governors, teaching and non-teaching staff know what the school policy is on bullying and follow it when bullying is reported.
- All pupils and parents know what the school policy is on bullying and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- To demonstrate that bullying will not be tolerated at Deighton Gates Primary School.

WHAT IS BULLYING?

Bullying is the use of aggression with the intent of hurting another person. Bullying results in pain and distress to the victim.

Forms of bullying can be:

- Emotional – being unfriendly, excluding, tormenting (eg hiding books, threatening gestures or silence)
- Physical- pushing, kicking, hitting, punching or any use of violence or graffiti.
- Racist- racial taunts, graffiti, gestures.
- Sexual- unwanted physical contact or sexually abusive comments
- Homophobic- because of or focusing on the issue of sexuality
- Verbal- name calling, sarcasm, spreading rumours, teasing.

- Cyber – inappropriate text messaging and electronic messaging (including through websites, social networking sites and instant messenger); sending offensive or degrading images by phone or via the internet.
- Other types of discrimination including sexism, biphobia, transphobia, religious, etc

It is usually premeditated, repetitive and prolonged over time and shows an imbalance of power.

PREVENTION

We shall use the following methods to help children understand and prevent bullying:

- Bully is RUDE whole school no-tolerance approach, posters display and information leaflets shared with the whole school community
- Observing our school rules
- Writing stories/poems or drawing pictures about bullying
- Poster campaigns around school designed by pupils
- Raising the self-esteem and assertiveness of vulnerable children, especially through circle time
- Reading stories about bullying or hearing them in class or assemblies
- Using role play to address issues
- Having class discussions about bullying and why it matters
- Raising bullying issues at class council meetings
- A 'Worries' box will be kept in a central place where children can place concerns in confidence
- Reporting to a member of staff
- General bullying issues discussed at school council meetings to discuss ways that pupils can help offer peer support/suggest anti bullying policies
- Buddy systems so bullied children have someone to help them
- Friendship stops in the playground where children can go to find a friend
- Dinner supervisors trained to teach/play games at lunchtime to help pupils who find this time difficult
- Developing playgrounds as learning environments
- A clear message that we are a 'telling' school and that those who look on whilst someone is being bullied and do nothing are equally at fault.
- Encourage use of the quiet playground for more vulnerable children
- Staff have been trained by Barnardo's Anti-HBT Bullying programme

Curriculum support is available through the PSHCE/Citizenship scheme of work and resources. Staff training in dealing with bullying issues is addressed through staff meetings, training days and workshops which include parents.

WHY IS IT IMPORTANT TO RESPOND TO BULLYING?

Bullying hurts. No-one deserves to be the victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullies need to learn different ways of behaving.

Schools have a responsibility to respond promptly and effectively to the issues of bullying.

SIGNS AND SYMPTOMS

A child may indicate by signs or behaviour that he or she is 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
- Begs to be driven to school
- Changes their usual routine
- Is unwilling to go to school (school phobic)
- Begins truanting
- Becomes withdrawn, anxious or lacking in confidence
- Starts stammering
- Attempts or threatens to harm themselves or runs away
- Cries themselves to sleep at night or has nightmares
- Feels ill in the morning
- Begins to do poorly in schoolwork
- Comes home with clothes torn or books damaged
- Has possessions go 'missing'
- Asks for money or starts stealing money (to pay bully)
- Has dinner or other money continually 'lost'
- Has unexplained cuts or bruises
- Comes home hungry (money/lunch has been stolen)
- Becomes aggressive/unreasonable/or disruptive
- Is bullying other children or siblings
- Stops eating
- Is frightened to say what is wrong
- Gives improbable excuses for any of the above

These signs and behaviours could of course indicate other problems, but bullying should be considered as a possibility and should be investigated.

PROCEDURES

- Children/parents report bullying incidents to staff. In the first instance the class teacher or Learning Mentor, who will report to the Deputy and Head Teacher as appropriate, will deal with the matter. If the matter cannot be resolved, parents have the right to contact the Governors.
- In cases of bullying, the incidents will be recorded by staff through the completion of a 'Bullying Incident Log' and all information will be uploaded to CPOMs. There will be liaison as above as necessary. The record will include full details of the schools' response to the incident e.g emails, record of phone conversations and all follow up work completed with the children involved.
- Recording and discussing incidents in staff meetings will help the staff be aware of patterns of bullying.

- In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem. It is anticipated that parents of the children involved will be seen separately, to allow the meetings to be objective (and preserve family privacy if there are issues.)
- The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.
- An attempt will be made to help the bully (bullies) change their behaviour through restorative practice, discussion, mediation and class circle time.
- New staff and pupils will be made aware of the policy to ensure consistency.

OUTCOMES

- The bully (bullies) may be asked to genuinely apologise, if staff feel this is possible and appropriate.
- Other consequences may take place including punishment where there is clear evidence bullying has taken place. This will include being sent to other classes, senior staff or the Head Teacher, being kept in at playtimes, withdrawal from class privileges and class circle time can be held to discuss what is happening. Pupils who are acting in an anti-social way may not be allowed to attend after school clubs or play for school teams, at the discretion at the Head teacher. Pupils will be made aware that their parents will be informed in cases of bullying.
- In serious cases, suspension or even exclusion may be considered.
- If possible, pupils will be reconciled, if the victim is willing to meet with them.
- After the incident (s) have been investigated and dealt with, each case must be monitored by the class teacher to ensure repeated bullying does not take place. This monitoring should be recorded.
- There will be follow up meetings with all concerned parties to check the issue has been resolved, the first after two weeks then in the same half term. Research shows that bullying is less likely to reoccur where pupils expect follow up.
- Children who have been bullied will be offered a 'buddy' to help them at playtimes etc. and counselling from the learning mentor.
- Children who are bullies, may be being bullied at home by older siblings or family members and their needs should also be considered within a framework of zero tolerance for their anti- social behaviour and the class teacher/ learning mentor will work with them to resolve their problems.

It is vital that teachers assess the true nature of an incident as there are many types of behaviour that we class as bullying, each requiring a different response.

MONITORING

Monitoring by a key member of staff will identify progress and enable follow up, showing whether the policy is effective. Records such as class questionnaires, school council minutes and teacher records of incidents can be used for monitoring. Teacher's records should be kept for the school year by the class teacher and passed

on to the teacher the following year if it is thought appropriate. Staff will check for patterns or hot spots within the school.

BULLYING OUTSIDE THE SCHOOL PREMISES

Schools are not directly responsible for bullying off their premises. However pupils will be encouraged not to suffer in silence. Where pupils tell of bullying off the school premises the following steps *may* be taken:

- Talk to local police and request a presence at trouble spots if necessary
- Talk to transport companies about trouble on buses
- Talk to the head of neighbouring school if their pupils are involved.
- Talk to children about how to deal with this type of bullying.

Child on Child sexual violence and sexual harassment

The school will follow the response procedures as laid out in

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1014224/Sexual_violence_and_sexual_harassment_between_children_in_schools_and_colleges.pdf

Help organisations

Advisory centre for education (ACE)	08088 005793
Children's legal Centre	08088 020008
KIDSCAPE (Parents helpline Mon- Fri 10-4pm)	08451205204
Parentline Plus	08088 002222
Youth Access	020 8772 9900
Childline	0800 1111