Cherry Tree Primary School

Anti-Bullying Policy

March 2016

Philosophy

We take the issue of bullying extremely seriously and encourage the responsibility of everyone in our school community in combating it. We believe that everyone has the right to feel safe and happy, therefore we want to send a strong signal to pupils that any kind of bullying is unacceptable. No forms of bullying will be tolerated at Cherry Tree and all perpetrators will be held to account.

What is bullying?

Bullying is:

- Deliberate – a bully hurts someone on purpose. It is not an accident.
- Something that goes on over time and is repeated again and again. It is not an incident that happens once.
- It is unfair – the person doing the bullying is stronger or more powerful, or it may be a group of people.

Our school recognises that bullying can take many forms and may include the following behaviours:

- Verbal: name calling, teasing, offensive remarks, referring negatively to personal attributes.
- Emotional: hurting people's feelings, leaving you out, gossiping.
- Physical: intimidation – a direct or threatened physical attack, punching, kicking, pushing, damaging belongings.
- Cyber: saying unkind things by text, email or social media.
- Prejudice: racial, religious belief, gender, sexuality, special educational need or disability.
- Demeaning: a verbal activity leading to the loss of status of the 'victim'
- Extortion: harassment (verbal or physical) in order to gain some possession from the 'victim'.

Unkind and hurtful incidents may happen that are not classed as bullying however they should still be reported and dealt with according to the behaviour policy.

When is it bullying?

Several
Times
On
Purpose

How do we prevent bullying at Cherry Tree?

- Our School Rules and our Behaviour Policy help to promote good behaviour and create an atmosphere where everyone behaves well and supports each other. We teach the children to respect themselves, each other and the school staff. We teach them to treat others how they would like to be treated, and the behaviour policy encourages the children to think how their actions affect others. This creates an environment that prevents bullying from becoming a serious problem in the first place.
- At the beginning of each school year the Class Code of Conduct is written with the children and includes a statement to show that bullying won't be tolerated.
- We make sure that all staff understand the principles and purposes of the school behaviour policy, their legal responsibilities regarding bullying, how to resolve problems and where to seek support.
- We want to make it easy for pupils to report bullying and assure them that they will be listened to and incidents acted upon.
- We want parents feel confident that we take all complaints about bullying seriously and resolve the issue in a way that protects the child.
- During PSHE lessons children learn about bullying, the consequences of it and what to do if they are being bullied. All children are encouraged to report any incidents to staff.
- Cherry Tree takes part in the national anti-bullying week every year to remind the children that bullying is not acceptable. We have annual anti-bullying drama workshops for some classes.
- We have assemblies on anti-bullying and cyber bullying.
- The School Council discuss ways in which they can support anti-bullying work in school.
- Teachers deal with issues between pupils before they develop into something more serious.
- We involve the parents so it is clear that bullying is not tolerated and they can reinforce the value of good behaviour at home.

Who can I tell if I am being bullied?

Children that are being bullied or see bullying happening should tell: parents, carers, a friend, teachers, lunchtime staff or any other adults.

What should pupils, staff, parents do if they see someone else being bullied?

If you witness bullying you should tell an adult straight away. Don't get involved yourself as you may end up getting hurt or you could end up in trouble yourself. Don't stay silent or the bullying will keep happening.

All members of staff need to record any bullying incidents in the Incident Book kept in the School Office.

If you are bullied:

Do

- Ask them to STOP if you can
- Use eye contact and tell them to go away
- Ignore them
- Walk away
- Talk to a friend
- TELL SOMEONE

Don't

- Do what they say
- Get angry or look upset
- Hit them
- Think it's your fault
- Hide it

What if bullying happens outside the school gates?

We expect pupils to behave with kindness and consideration outside of school and to not engage in bullying activities. Where a child or a parent tells us bullying has happened outside of school, the school will investigate and act upon it. We are unable to take the word of one child against that of another without other evidence. We will talk to the children about how to avoid this and will monitor behaviour in school to make sure it does not continue in school. The Headteacher will consider whether it is appropriate to notify the police in the local area. If misbehaviour could be criminal or poses a serious threat to a member of the public, the police should always be informed.

What happens when bullying occurs?

We will create a safe environment where pupils can openly discuss the cause of their bullying without fear of further bullying or discrimination.

Sanctions for bullying

- Bullying will not be tolerated and will be dealt with swiftly and severely in line with the behaviour sanctions to show clearly that this behaviour is wrong.
- In all cases of bullying the Headteacher or Deputy will investigate thoroughly including having interviews with alleged perpetrator(s), victim(s), witnesses and parents as necessary.
- Disciplinary measures will be applied fairly, consistently and reasonably, taking account of any special educational needs or disabilities that the pupils may have and taking into account the needs of vulnerable pupils.
- We will consider the motivations behind bullying behaviour and whether it reveals any concerns for the safety of the perpetrator. Where this is the case the child engaging in bullying may need support themselves.

- If the evidence concludes that it was bullying the following actions will be taken: any incidents will be recorded in the Incident Book which is regularly monitored by the Headteacher.

1. The perpetrator will be issued with a red card and may lose break times for a number of days depending on the severity of the incident. The Class Teacher will be informed. The individual's parent will be informed by the Class Teacher either in person or by telephone call, or if the incident is serious by the Headteacher or Deputy. The investigation notes will be attached to the completed 'What did I do?' sheet.

2. The Headteacher/Deputy or Class Teacher will discuss the matter with the victim(s) and parents if necessary to ensure their wellbeing. Support will be given to children who are bullied. They will be reassured that they do not deserve to be bullied and that it's not their fault. They will be encouraged to talk about their feelings and they will be involved in making choices about how to resolve the matter. They will be asked to tell someone if bullying happens again and we will involve their friends for support. We will talk to the child (or children) involved in the bullying separately and listen to their version of what happened. We will talk to anyone else who saw the bullying. We will remind the child (or children) that bullying is not acceptable and expect the bullying to stop. We will contact the child's parents. We will check that the bullying has not continued or has not started again.

3. A subsequent incident involving the same perpetrator(s) will be dealt with in line with the behaviour sanctions.