



Anti-Bullying Policy

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Statement of Intent

At Crane Park Primary School we are committed to providing a warm, caring and safe environment for all our pupils so that they can learn and play in a relaxed and secure environment. Bullying of any kind is unacceptable and will not be tolerated in our school. We take all incidents of bullying seriously. Bullying hurts. No-one deserves to be a victim of bullying. Everybody has the right to be treated with respect and pupils who are bullying others need to learn different ways of behaving.

At Crane Park Primary School, we acknowledge that bullying does happen from time to time – indeed, it would unrealistic to claim that it does not. When bullying does occur, everyone should be able to tell and know that incidents will be dealt with promptly and effectively in accordance with our anti-bullying policy.

We are a **TELLING** school. This means that anyone who knows that bullying is happening is expected to tell the staff.

Aims and Objectives of this Policy

The aim of this policy is to respond effectively to any behaviour deemed as bullying. This means proactively as well as reactively. The implementation of this policy will create an ethos where bullying is regarded as unacceptable so that a safe and secure environment is created for everyone to learn and work in. All members of the school have a responsibility to recognise bullying when it occurs and take appropriate action in accordance with the school policy. This will happen in the following ways:

- The school will meet the legal requirement for all schools to have an anti-bullying policy in place;
- The school will work closely with other professional agencies to ensure that children stay safe as stated in The Children Act 1989 as amended in 2010. The SEN and Disability Act 2
- All governors, teaching and non-teaching staff, pupils and parents/guardians will have an understanding of what bullying is;
- All governors, teaching and non-teaching staff will know what the school policy is on bullying and will consistently and swiftly follow it when bullying is reported;
- All pupils and parents/guardians will know what the school policy is on bullying and what they can do if bullying occurs;
- Pupils and parents/guardians will be assured that they will be supported when bullying is reported;



- *Whole school initiatives (staff training, celebration assemblies etc) and proactive teaching strategies (PHSE - Personal, Health & Social Education) lessons, circle time) will be used throughout the school to reduce the opportunities for bullying to occur;*
- A positive, caring ethos will be created within the school environment where everyone can work, play and express themselves, free from the fear of being bullied.

What Is Bullying?

The school has adopted the following collaborative definition of bullying which is our shared understanding of what bullying is:

Bullying is any deliberate, hurtful, upsetting, frightening or threatening behaviour by an individual or a group towards other people. It is repeated over a period of time and it is very difficult for the victims to defend themselves (remember **STOP** – it happens: **S**everal **T**imes **O**n **P**urpose). Bullying is mean and results in worry, fear, pain and **distress to the victims**.

Bullying can be:

- Emotional: being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures), ridicule, humiliation;
- Verbal: name-calling, sarcasm, spreading rumours, threats, teasing, making rude remarks, making fun of someone;
- Physical: pushing, kicking, hitting, pinching, throwing stones, biting, spitting, punching or any other forms of violence, taking or hiding someone's things;
- Racist: racial taunts, graffiti, gestures, making fun of culture and religion;
- Sexual: unwanted physical contact or sexually abusive or sexist comments; If it reaches the threshold of abuse it will be addressed through our *Peer on Peer Abuse Policy* or our *Safeguarding Policy* as appropriate.
- Homophobic: because of/or focussing on the issue of sexuality;
- Online/cyber setting up 'hate websites', sending offensive text messages, emails and abusing the victims via their mobile phones;
- Any unfavourable or negative comments, gestures or actions made to someone relating to their disability or special educational needs.

Bullying is not:

It is important to understand that bullying is not the odd occasion of falling out with friends, name-calling, arguments or when the occasional trick or joke is played on someone. It is bullying if it is done **S**everal **T**imes **O**n **P**urpose (**STOP**). Pupils sometimes fall out or say things because they are upset. When occasional problems of this kind arise it is not classed as bullying.

It is an important part of pupil's development to learn how to deal with friendship breakdowns, the odd name-calling or childish prank. We all have to learn how to deal with these situations and develop social skills to repair relationships.



Where does bullying happen?

It can happen anywhere – in the classroom, in the corridor, in the toilets, in the dining hall, in the playground. Bullying may also happen on the way to and from school. In such cases, the Headteacher is empowered by law to deal with such incidents but must do so in accordance with the school's policy.

At Crane Park Primary School, we are concerned with our pupils' conduct and welfare outside as well as inside school and we will do what we can to address any bullying issues that occur away from the school premises. The following steps may be taken:

- Talk to the local Community Police Officer about problems on the streets;
- Talk to the Headteachers of other schools whose pupils may be involved in bullying off premises;
- Map out safe routes to school for pupils, linking them to the School Travel Plan;
- Discuss coping strategies with parents;
- Talk to pupils about how to handle or avoid bullying outside the school premises.
- *Social Media/Parent Involvement*

Signs and Symptoms

A pupil may indicate, by different signs or behaviour, that he or she is being bullied.

Adults should be aware of these and possible other signs/changes in behaviour and investigate further if a pupil for instance:

- is frightened of walking to or from school;
- does not want to go on the school minibus/in the taxi;
- begs to be driven to school;
- changes their usual routine/route to school;
- begins truanting;
- becomes withdrawn, anxious or lacking in confidence;
- starts stammering;
- attempts or threatens suicide or runs away;
- cries them self to sleep at night or has nightmares;
- feels ill in the morning;
- begins to underperform in school work;
- comes home with clothes torn or books damaged;
- has possessions that 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 starving (money/snack/sandwiches have been stolen);
- becomes aggressive, disruptive or unreasonable;
- starts swearing or using aggressive language for no apparent reason;
- is bullying other pupils or siblings;
- stops eating;
- is frightened to say what is wrong;



- gives improbable excuses for any of the above.

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be taken seriously and investigated as soon as possible.

What can you do if you are being bullied?

Wherever you are in school, you have the right to feel safe. Nobody has the right to make you feel unhappy. If someone is bullying you, it is important to remember that it is not your fault and there are people who can help you.

The pupils were all asked what they could do if they were being bullied and we have included some of their strategies in the list below:

- Try not to let the bully know that he/she is making you feel upset
- Try to ignore them;
- Be assertive – stand up to them, look at them directly in the eye, tell them to stop and mean it;
- Stay in a group, bullies usually pick on individuals;
- Get away as quickly as you can;
- Tell someone you can trust – it can be a teacher, a teaching assistant, a midday supervisor, a parent, a friend, a brother, a sister or a relative;
- If you are scared, ask a friend to go with you when you tell someone;
- When you tell an adult about the bullying give them as many facts as you can (What? Who? Where? When? Why? How?);
- Keep on speaking out until someone listens and helps you;
- Never be afraid to do something about it and quick;
- Do not suffer in silence;
- Do not blame yourself for what is happening;
- Call a helpline.

What can you do if you see someone else being bullied? (The role of the bystander)

Ignoring bullying is cowardly and unfair to the victim. Staying silent means the bully has won and this gives them more power. There are ways you can help without putting yourself in danger. The pupils have also discussed this question in class and some of the strategies they suggested are listed below:

- Do not smile or laugh at the situation.
- Do not rush over and take the bully on yourself.
- Do not be made to join in.
- If safe to do so, encourage the bully to stop bullying.
- If you can, let the bully know you do not like his or her behaviour.
- Shout for help.
- Let the victim(s) know that you are going to get help.
- Tell a member of staff as soon as you can.
- Try and befriend the person being bullied.



- Encourage the person to talk to someone and get help.
- Ask someone you trust about what to do.
- Call a helpline for some advice. (See *Sources of Information*.)

Bullying of pupils with Special Educational Needs

Crane Park Primary School is an inclusive school. We provide a secure, accepting, safe and stimulating environment where everyone is valued for who they are.

We have some pupils who have learning disabilities and/or communication difficulties. Everyone involved in the school is very aware that these pupils can be especially vulnerable to bullying and we are therefore particularly vigilant at all times.

High attainers, gifted or talented pupils can also be affected by bullying. Staff will treat this type of bullying as seriously, and in the same way as any other type of bullying.

Procedures for reporting and responding to bullying incidents

All staff will respond calmly and consistently to all allegations and incidents of bullying at Crane Park Primary School. They will be taken seriously by all staff and dealt with impartially and promptly. All those involved will have the opportunity to be heard. Staff will protect and support all pupils involved whilst allegations and incidents are investigated and resolved.

The following step-by-step procedure will be used for reporting and responding to bullying allegations or incidents:

1. Report all bullying allegations and incidents to staff;
2. Staff will make sure the victim(s) is and feels safe;
3. Appropriate advice will be given to help the victim(s);
4. Staff will listen and speak to all pupils involved about the incident separately;
5. The problem will be identified and possible solutions suggested;
6. Staff will attempt to adopt a problem solving approach which will move pupils on from them having to justify their behaviour;
7. Appropriate action will be taken quickly to end the bullying behaviour or threats of bullying;
8. Staff will reinforce to the bully that their behaviour is unacceptable;
9. The bully (bullies) may be asked to genuinely apologise. Other consequences may take place and appropriate sanctions will be applied (see next section);
10. If possible, the pupils will be reconciled in accordance with the school's behaviour policy;
11. An attempt will be made, and support given, to help the bully (bullies) understand and change his/her/their behaviour;
12. In all cases of bullying, the incidents will be recorded by staff on CPOMS;
13. In all cases parents will be informed and will be invited to come into school for a meeting to discuss the problem;
14. After the incident has been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place;



15. Bullying incidents will be discussed regularly at staff meetings;
16. If necessary and appropriate, the Designated Safeguarding Lead in school, SEND specialist advisors, Social Services or police will be consulted.

The following sanctions may be used:

- Apology made to the victim(s) verbally or in writing;
- Loss of playtimes;
- Parents will be invited in to school;
- Removal from class and work in isolation;
- Report to the Headteacher or Deputy Headteacher;
- Withdrawal from participation in school visits, clubs and events not essential to the curriculum;
- Fixed term exclusion;
- Permanent exclusion.

Strategies for the prevention and reduction of bullying

Whole school initiatives and proactive teaching strategies will be used throughout the school to develop a positive learning environment with the aim of reducing the opportunities for bullying to occur.

These can include:

- Undertaking regular questionnaires and surveys to monitor the extent of bullying in the school and the effectiveness of the anti-bullying policy;
- Making national anti-bullying week a high profile event each year;
- Awareness raising through regular anti-bullying assemblies;
- Implementation of the PHSE (Personal, Health & Social Education) scheme of work from Reception to
- Year 6 to be used to support this policy;
- Pupils being read stories about bullying;
- Using drama activities and role-plays to help pupils be more assertive and teach them strategies to help them deal with bullying situations;
- Training Y5 or Y6 pupils to be Playground Pals;
- Using praise and rewards to reinforce good behaviour;
- Encouraging the whole school community to model appropriate behaviour towards one another;
- Organising regular anti-bullying training for all staff.

Monitoring and evaluation of the policy

To ensure this policy is effective, it will be regularly monitored and evaluated. Questionnaires completed by the whole school community, together with surveys, focus groups and bullying incident forms will be used to gauge the effectiveness of the policy. Following an annual review any amendments will be made to the policy and everyone informed. An annual report will then be issued to governors and parents and the policy will be distributed to all parents.



Sources of further information, support and help

There is a vast amount of information and guidance available about bullying that can provide a wide range of support and help. The following list is just a small selection of the support available that teachers, parents and pupils have found useful.

Name of organisation	Telephone number	Website
Act Against Bullying	0845 230 2560	www.actagainstbullying.com
Advisory Centre for Education (ACE)	0207 704 3370	www.ace-ed.org.uk
Anti-Bullying Alliance (ABA)	0207 843 1901	www.antibullying.net
Anti-bullying Network	0131 651 6103	www.anti-bullyingalliance.org.uk
Bully Free Zone	0845 338 5060	www.bullyfreezone.co.uk
Beat Bullying	01204 454 958 020 7378 144	www.bullying.co.uk www.beatbullying.org.uk
Childline	0800 1111 (helpline for children)	www.childline.org.uk
Kidscape	020 7730 3300 (general enquiry)	www.kidscape.org.uk
Beyond Bullying	08451 205 204 (helpline for adults only)	www.beyondbullying.com -



Our Anti-Bullying Charter

We do not tolerate bullying.

When is it bullying? **S**-several **T**-times **O**-on
P-purpose



What you should do to stop bullies:

S-Start **T**-telling **O**-other **P**-people

We are a '**Telling**' school- we **tell** a teacher, an adult at school, our parents, a friend or the lunchtime staff if we see someone being bullied or we are being bullied.

