



Portishead Primary School

Nov 2023

Aim:

At Portishead Primary School we are committed to working with children, staff, governors and parents/carers to create a robust anti-bullying culture within our school.

Our school is a place where everyone has the right to be themselves, to be included and to learn in a safe and happy environment. Everyone at our school is equal and is expected to treat each other with respect and kindness.

Bullying of any kind is unacceptable and will not be tolerated in our school. The safety, welfare and well-being of all pupils and staff is a key priority. We take all incidences of bullying seriously and it is our duty as a school community to do all that we can to prevent and tackle bullying, harassment and discrimination.

We actively promote the values of respect and equality and work to ensure that difference and diversity is celebrated across the whole school community. We want to enable our pupils to become responsible citizens and prepare them for life in the 21st Century global community.

We are committed to improving our school's approach to tackling bullying and regularly monitor, review and assess the impact of our preventative measures.

We define bullying as:

Bullying is repeated unkind behaviour that is intended to make others feel upset, uncomfortable or unsafe.

Bullying is not the same as conflict which comes from a place of anger or upset and is not the same as teasing which comes from a place of warmth. Bullying comes from a cold place and is behaviour intended to cause harm.

We believe that:

- All bullying is unacceptable, irrespective of how it happens and/or what justification is given
- All incidents of bullying will be investigated and the school will take action where necessary, supporting both the bully and the victim at all times
- All incidents of bullying must be taken seriously and the school will consider the needs of all of those affected by bullying
- Children and adults who bully must be held to account for their wrongdoing, but will need support to change their attitudes and behaviour

- Accountability will be sought in all incidents of bullying, seeking identification of wrongdoing and supporting the repairing of harm done through a solution based approach
- All inappropriate language that perpetuates attitudes underpinning bullying behaviour must be challenged at all times
- Everyone in our school has a responsibility to respond promptly and efficiently to all instances of bullying
- We must communicate with parents/carers regarding any concerns about bullying and deal promptly with concerns/complaints
- All of our children must feel safe and be confident that any reported incidents will be dealt with effectively by all responsible adults
- It is important to focus on preventing bullying behaviour within the school community

Who is bullied?

Anybody can be subject to bullying at any time in their life. It is not only something that affects children and young people.

A person who has been bullied may commonly find it difficult to combat victim behaviour or report their experiences to those who may be able to help.

Children and young people who are most at risk of being the victims or perpetrators of bullying may be those who:

- Are in foster care or residential homes (Looked After Children)
- Have specific special educational needs (especially on the autistic spectrum)
- Have a disability or impairment
- Are from minority ethnic backgrounds
- Are refugees or asylum seekers
- Start a school or activity group mid term
- Are, or are perceived to be gay, lesbian, bisexual, transgender or questioning their gender or sexuality
- Speaks a first language other than English
- Are young carers
- Have suffered bereavement
- Have suffered domestic violence
- Have experiences physical or emotional trauma
- Have a parents that was the victim of bullying

Methods of Bullying

- Physical aggression – hitting, kicking, tripping, spitting, taking or damaging property, use of threat or force in any way, intimidation or demands for money or goods.
- Verbal –name calling, insulting, teasing, mocking, taunting, gossiping, secrets, and threats. References to upsetting events such as bereavement, divorce, being in care.
- Indirect- excluding, ostracising, rumours, story-telling, emails, chat rooms, messaging on mobile devices, inappropriate gestures.
- Cyber (A type of indirect bullying) –text messaging, the inappropriate use of social media and apps, the misuse of photos or videos, emails.

The school recognises that some acts of bullying may constitute criminal offences and in these cases other organisations will be contacted e.g. Police, Social Care.

Types of Bullying

- Racist and faith based – name calling, derogatory assumptions or generalisations about race, culture, religious faiths and beliefs.
- Sexual orientation – homophobic, transphobic or biphobic – based on actual or perceived sexual orientation, and can include name calling, exclusions, a person, graffiti etc.
- Appearance – based on weight, size, hair colour, unusual or distinct physical characteristics
- Sexual- touching repeated exhibitionism, voyeurism, sexual propositioning, verbal personal comment or deviant desires communicated
- Disability – name calling, exclusion, talking over a person, mimicking, physical overpowering e.g. moving a wheelchair, laughing at a difficulty
- Health – based on physical or mental conditions
- Income based – of living on a low or high income
- Transgender – based on perception of gender identity
- Caring responsibilities – name calling, negative assumptions about a young carer
- Related to home or personal circumstance

Derogatory Language

Derogatory or offensive language is not acceptable and will not be tolerated. This type of language can take any of the forms of bullying listed in our definitions of bullying. It will be challenged by all staff and recorded and monitored. Where appropriate, follow up actions and sanctions will be taken. Staff are expected to challenge and record the casual use of derogatory language.

Possible Indicators of Bullying

- Disturbed sleep
- Bed wetting
- Head and stomach aches
- Problems with concentration
- Changes in behaviour or attitudes
- Truancy
- Bullying other children
- Damaged or missing clothing/money/property
- Asking for more money than usual or stealing money
- Withdrawn or changes in their usual behaviour patterns or attitude
- Distressed or emotional and finds it difficult to articulate their feelings
- Changes in eating patterns
- Changes in online activity
- Shows evidence of self-harming
- Is unusually tired without reasonable explanation
- Has unexplained bruises or marks on their body (they may refuse to change for PE)
- Repeatedly comes to school without a packed lunch
- Seems afraid to be alone or does not want to go outside at playtimes or lunchtimes
- Requires more adult interaction than usual

To Prevent Bullying in our School we will:

Develop a wider curriculum to ensure/including:

- All members of the school community feel listened to and valued through the integration of restorative approaches into all areas of school life
- All children and young people are clear about the roles they can play in preventing bullying, including the role of bystanders
- Recruit and train anti-bullying ambassadors from Year 1 to Year 6 and have named staff and governor anti-bullying ambassadors
- A climate exists where bullying is not tolerated
- Develop peer support systems to prevent and respond to bullying
- Promote safe play/social areas
- Audit our site regularly to establish that children feel safe, especially in known vulnerable areas
- Ensure staff model positive relationships at all times
- Train all staff to identify and address bullying
- Hold an annual anti-bullying week and anti-bullying initiatives through the school year

- Have a worry box that is checked daily
- Hold workshops for parents
- Hold Friendship Fridays where relationships, wellbeing and our values are explicitly taught in dedicated curriculum time
- Bullying is on the agenda of every school council meeting
- Anti-bullying ambassadors meet termly

Dealing with an Incident

When bullying has been reported the following action will be taken:

- **Staff will investigate and record bullying on CPOMS (bullying concern and action taken) class charts (consequence)**
- SLT will monitor, analyse and evaluate incidents of bullying.
- The safeguarding team will review bullying with the safeguarding governor and produce a termly report to the local governing body.
- Staff will offer support to the victim and inform the child's class teacher and phase leader. Individual meetings will be held to devise a plan of action that ensures that they are made to feel safe and reassured that the bullying is not their fault. This may involve a restorative meeting. Action plans will make use of school initiatives such as anti-bullying ambassadors, the cosy café and will include monitoring.
- Staff will proactively respond to the perpetrator who will also require support. They will discuss targets with the child's class teacher and devise an action plan.
- Staff will inform parents and where necessary, involve them in any plans of action.
- Staff will assess whether any other agencies need to be informed e.g. Police, Social Care, Local Authority, particularly where actions have taken place outside of school.

Safeguarding procedures must be followed at all times when child protection concerns are raised.

Bullying Outside of School

Bullying is unacceptable and will not be tolerated, whether in school or outside. Bullying can take place on the way to and from school, before or after school hours, at weekends, during the holidays, at clubs and other organisations or in the wider community. The nature of cyber-bullying in particular means that it can happen anywhere at any time. Staff, parents, carers and children must be vigilant at all times and report bullying to school staff so that it can be dealt with promptly and efficiently as outlined in this policy.

Recording and Reporting

The school maintains a log of bullying incidents which is used to report to the headteacher and governing body.

Sanctions

Our staff will respond to incidents of bullying as outlined within the school's behaviour policy. Sanctions will always be proportionate and appropriate to the age of the child and the severity and frequency of the bullying. These will normally be imposed by the class teacher and/or a member of the senior leadership team.

Sanctions will include:

- A sincere apology to the victim verbally and in writing
- Loss of school privileges
- Loss of playtimes or lunchtimes
- Loss of Golden Time
- Parents will be requested to discuss the matter at school with a member of the senior leadership team
- Be withdrawn from school teams, after school clubs, discos or activities
- Fixed term exclusion
- Permanent exclusion

Monitoring and Evaluation

We will check through a range of pupil voice, circle time and other activities the experience our children have of our anti-bullying policy in relation to:

- Being heard
- Being able to report bullying and get help
- Being confident in the school's ability to deal with bullying
- Being aware that steps are taken to help them feel safe again
- Being helped to rebuild confidence and resilience
- Being aware of how they can support and get support from others

This overview and the review and analysis of incidents will be the starting point of the policy review and change in practice.

Ratification:

The local governing body ratified this policy at the LGB meeting in Nov 2023 .

This policy will be reviewed at least every 2 years.

Links to other Policies

The school anti-bullying policy links to a range of other policies including:

- Equalities Objectives
- Behaviour Policy
- PHSE Policy
- Values Approach
- Safeguarding Policy
- Responsible User Policy
- Home School Agreement
- School Development Plan