

Ely St John's School

Anti-Bullying Policy

Policy Framework

Ely St John's Primary School

3A Whole School Anti Bullying Policy

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Section 1 Context including National and Local Policy and Legislation

The profile of bullying and anti bullying work locally and nationally has never been higher. Evidence from national and local research shows that bullying is widespread and consultation with children and young people (CYP) repeatedly identifies bullying as a key concern for them.

This policy supports the vision of *Cambridgeshire County Council and the Cambridgeshire Children and Young People's Services (CYPS) Anti-Bullying Strategy* which is that 'everyone should have a right to live in an inclusive atmosphere, free from bullying and be treated with dignity. The health, wellbeing and emotional welfare of all children and young people are of paramount importance and should be treated as such.'

Protection from bullying and the right to attend education without fear is covered by a number of national legislative drivers and non statutory guidance (**see appendix A National Legislative and Policy Context**). In particular, The Education and Inspections Act (2006) requires every school to establish measures to encourage good behaviour and prevent all forms of bullying amongst pupils. The Equality Act (2010) requires schools to eliminate unlawful discrimination, harassment and victimisation in relation to pupils who share a protected characteristic and therefore may be vulnerable to prejudice driven bullying.

The Ofsted inspection framework (2012) focuses on the 'Behaviour and Safety of pupils at the school' as one of four key judgements. Under this judgement inspections will evaluate the effectiveness of measures established by schools to address all forms and types of bullying. (**see appendix B Inspecting Schools**). This includes how schools routinely gather and analyse school data to monitor incidents of bullying and evaluate the school's anti-bullying responsive and preventative strategies.

This policy reflects recommendations from Ofsted: The Framework for School Inspections 2012 and is consistent with the following national guidance:

DfES (2004) Bullying - A Charter for Action

DfES (2006) Working Together to Safeguard Children

DCSF (2007) Guidance on the Duty to Promote Community Cohesion

DCSF (2007- 2010) Safe to Learn: Embedding Anti-Bullying Work in Schools:

- *Cyberbullying*
- *Bullying involving Children with Special Educational Needs and Disabilities*
- *Homophobic bullying*
- *Bullying around Racism, Religion and Culture*
- *Preventing and responding to Sexist, Sexual and Transphobic bullying.*

DfE (2012) Behaviour and Discipline; Use of Reasonable Force; Screening, Searching and Confiscation.

DfE (2012) Preventing and Tackling Bullying

It also reflects former national programmes and strategies including:

DH/DfES (2006) National Healthy Schools Programme

DfES (2005) Primary National Strategy: Behaviour and Attendance

DfES (2005) Secondary National Strategy: Behaviour and Attendance

DfES (2005) Excellence and Enjoyment: Primary and Secondary Social and Emotional Aspects of Learning

Section 2 What is Bullying?

a) Our Shared Beliefs about Bullying

Bullying damages children's and young people's physical and mental health, including their self-confidence and ability to build and sustain relationships. It can also destroy self-esteem sometimes with devastating consequences and with the effects lasting into adult life. Bullying undermines the ability to concentrate and learn and can impact on children's and young people's chances of achieving their full potential at school and later in life. Bullying causes harm to those who bully, those who are bullied and those who observe bullying. This school believes that all children and young people have the right to learn and work in an environment where they feel safe and that is free from harassment and bullying. The purpose of this policy is to communicate how the school aims to create a climate and school environment in which everyone agrees that bullying is unacceptable and is committed to tackling it in order to improve outcomes for children and young people.

b) A Definition of Bullying

Bullying is a subjective experience that can take many forms. Various national and international definitions of bullying exist and most of these definitions have three things in common which reflect pupil's experience of bullying and evidence gained from extensive research in this area. The three common aspects in most definitions of bullying are that:

- It is deliberately hurtful behaviour.
- It is usually repeated over time.
- There is an imbalance of power, which makes it hard for those being bullied to defend themselves.

These factors are reflected in the DfE and *Cambridgeshire CYPS* definitions of bullying:

'Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally'. DfE 2011

'Bullying is the persistent, deliberate attempt to hurt or humiliate someone'. Cambs CYPS 2007

At our school we define bullying as:

e.g.

'Emotionally or physically harmful behaviour which is:

- *Repetitive, willful or persistent*
- *Intentionally harmful, carried out by an individual or a group*
- *Based on an imbalance of power leaving the person who is bullied feeling defenseless'.*

'The intentional repetitive or persistent hurting of one person by another, where the relationship involves an imbalance of power' Anti-Bullying Alliance

For the children at our school the definition of bullying, which can be found on posters and in bullying leaflets, is:

- Hurting with words or actions.
- On purpose.
- Keeps on happening.
- Enjoying having power

In addition to this, the school has consulted with parents (meeting June 2013). Parents were asked for their definition of what constitutes bullying behaviour. The following key words were identified:

- Frequency
- Language used – emotive or offensive
- The intention to be nasty
- Persistence
- Deliberate
- Planned
- Regular name calling
- Demanding
- Threatening
- Power

c) Bullying Forms and Types

Forms of Bullying

Bullying behaviour across all types of bullying can represent itself in a number of different forms. Children and young people can be bullied in ways that are:

Physical – by being punched, pushed or hurt; made to give up money or belongings; having property, clothes or belongings damaged; being forced to do something they don't want to do.

Verbal – by being teased in a nasty way; called gay (whether or not it's true); insulted about their race, religion or culture; called names in other ways or having offensive comments directed at them

Indirect – by having nasty stories told about them; being left out, ignored or excluded from groups.

Electronic / 'cyberbullying' – via text message; via instant messenger services and social network sites; via email; and via images or videos posted on the internet or spread via mobile phones.

Specific Types of Bullying

The school recognises that although anyone can be bullied for almost any reason or difference, some pupils may be more vulnerable to bullying than others. Research has identified various different types of bullying experienced by particular vulnerable groups of children and young people. These include:

- Bullying related to race, religion or culture
- Bullying related to special educational needs (SEN) or disabilities
- Bullying related to being gifted or talented
- Bullying related to appearance or health conditions
- Bullying related to sexual orientation
- Bullying of young carers or looked-after children or otherwise related to home circumstances
- Sexist, sexual or transphobic bullying.

(See appendix C Specific Types of Bullying)

The school recognises that bullying is a complex type of behaviour occurring between individuals and groups. Different roles within bullying situations can be identified and include:

- The ring-leader, who through their position of power can direct bullying activity
- Assistants/associates, who actively join in the bullying (sometimes because they are afraid of the ring-leader)
- Reinforcers, who give positive feedback to those who are bullying, perhaps by smiling or laughing
- Outsiders/bystanders, who stay back or stay silent and thereby appear to condone or collude with the bullying behaviour
- Defenders, who try and intervene to stop the bullying or comfort pupils who experience bullying.

Some pupils can adopt different roles simultaneously or at different times e.g. a bullied child might be bullying another child at the same time, or a 'reinforcer' might become a 'defender' when the ringleader is not around.

d) Recognising Signs and Symptoms

The school recognises the fact that some pupils are more vulnerable to bullying than others and is sensitive to the changes of behaviour that may indicate that a child or young person is being bullied. Pupils who are being bullied may demonstrate physical, emotional and behavioural problems. The following physical signs and behaviour could indicate other problems but bullying will be considered as a possibility:

- Being frightened of walking to or from school
- Losing self confidence and self-esteem
- Being frightened to say what's wrong
- Developing unexplained cuts, bruises and other injuries
- Unwilling to go to school, development of school phobia and unusual patterns of non attendance
- Failing to achieve potential in school work
- Becoming withdrawn, nervous and losing concentration
- Becoming isolated and disengaged from other children
- Developing changes in physical behaviour such as stammering and nervous ticks
- Regularly having books or clothes destroyed
- Having possessions go 'missing' or 'lost' including packed lunch and money

- Starting to steal money (to pay the perpetrator)
- Becoming easily distressed, disruptive or aggressive
- Developing problems with eating and food
- Running away
- Developing sleep problems and having nightmares
- Developing suicidal thoughts or attempting suicide.

Where pupils are exhibiting extreme signs of distress and changes in behaviour, the school will liaise with parents/carers and where appropriate, relevant health professionals and agencies such as the school nurse / G.P. and the Child and Adolescent Mental Health Service.

Recognising Reasons why Children and young people may Bully

The school recognises the fact that children may bully for a variety of reasons. Recognising why children bully supports the school in identifying pupils who are at risk of engaging with this type of behaviour. This enables the school to intervene at an early stage to prevent the likelihood of bullying occurring and to respond promptly to incidents of bullying as they occur. Understanding the emotional health and wellbeing of pupils who bully is key to selecting the right responsive strategies and to engaging the right external support.

Possible reasons why some children may engage in bullying include:

- Struggling to cope with a difficult personal situation e.g. bereavement, changes in family circumstances
- Liking the feeling of power and using bullying behaviour to get their own way
- Having a temperament that may be aggressive, quick tempered or jealous
- Having been abused or bullied in some way
- Feeling frustrated, insecure, inadequate, humiliated
- Finding it difficult to socialise and make friends
- Being overly self orientated (possibly displaying good self esteem) and finding it difficult to empathise with the needs of others
- Being unable to resist negative peer pressure
- Being under pressure to succeed at all costs.

Section 3 – Implementing the Anti-Bullying Policy in our School

a) Introduction

This Anti-Bullying policy is set within the wider context of the school's overall aims and values. At Ely St John's Primary School:

- *We promote a healthy, safe and caring environment for all pupils and staff*
- *We provide a broad and balanced curriculum for all our pupils, having considered gender, ability, ethnicity, religion and culture*
- *We promote pupils' self-esteem and emotional well-being and help them to form and maintain worthwhile and satisfying relationships, based on respect for themselves and for others, at home, school, work and in the community*
- *We prepare our pupils to confidently meet the challenges of adolescence and adult life*
- *We provide sufficient information and support to enable our pupils to make safe choices*
- *Through an enriched curriculum, we provide pupils with opportunities to develop the necessary skills to manage their lives effectively*
- *We help our pupils to learn to respect themselves and others and move safely from childhood, through adolescence, into adulthood*
- *We create a wider awareness of religious, cultural and moral values and respect for different ethnic groups, religious beliefs and ways of life*
- *We promote an inclusive ethos and a culture of mutual respect where diversity and difference are recognised, appreciated and celebrated.*

Other school policies which support our Anti-Bullying policy include those regarding *Positive Behaviour Policy, PSHE and Citizenship, Equality, Inclusion, Safeguarding and Child Protection, Intimate Care, Acceptable Use of ICT, Confidentiality, Site and Staffing.*

As well as achieving National Healthy Schools Status, we are also participating in the other local and national programmes and areas of work which support the implementation of this policy such as the Health Related behaviour survey.

The school believes that providing a safe and happy place to learn is essential to achieving school improvement, promoting equality and diversity, ensuring the safety and well-being of all members of the school community and raising achievement and attendance. *The school has allocated specific responsibility for anti-bullying work to the school's PSHE Coordinator, who will support the coordination of a whole school approach to managing this important issue. This leadership role on anti-bullying includes the following core elements:*

- *Analysing and evaluating data (e.g. from the Health Related Behaviour Survey) to inform policy development and practice.*
- *Co-ordinating anti-bullying curriculum opportunities (including the National Anti-Bullying Week)*
- *Overseeing the effectiveness of the school's anti-bullying prevention and response strategies*
- *Supporting staff to implement the school's anti-bullying policy and practice.*

b) Policy Aims

This policy aims to communicate the school's approach to involving the whole school community in developing and promoting a whole school anti-bullying ethos and culture. The policy provides clear guidance on how the school intends:

- *To raise the profile of bullying and the effect it has on children and young people's emotional health and wellbeing, life chances and achievement*
- *To make clear to everyone within our whole school community that no form of bullying is acceptable and to prevent, de-escalate and /or stop any continuation of harmful behaviour*
- *To encourage and equip the whole school community to report all incidents of bullying, including those who have experienced being bullied and bystanders who have witnessed an incident*
- *To respond quickly and effectively to incidents of bullying using a restorative approach and /or sanctions where necessary*
- *To apply reasonable and proportionate disciplinary sanctions to pupils causing the bullying*
- *To support pupils who are bullying in recognising the seriousness of their behaviour and to offer support and counselling to help them to readjust their behaviour*
- *To safeguard and offer support and comfort to pupils who have been bullied and provide longer term support where necessary to reduce the likelihood of negative effects on their behaviour and self esteem.*
- *To address the emotional and behavioural needs of pupils who bully others to reduce the likelihood of repeated incidents of bullying*
- *To identify vulnerable pupils and those critical moments and transitions when pupils may become more vulnerable to bullying and provide additional support/safeguarding when needed*
- *To ensure all staff are trained and supported to enable them to model positive relationships*
- *To regularly monitor incidents of bullying and harassment and report to responsible bodies e.g. governors*
- *To provide a curriculum framework for Personal Social and Health Education and Citizenship that includes learning about bullying, diversity, discrimination and personal safety.*

c) Reporting Incidents of Bullying

The school encourages and equips the whole school community to report all incidents of bullying, including pupils who have experienced being bullied and bystanders who have witnessed an incident. The school endeavours to provide clear, accessible and confidential incident reporting systems, which include access to:

- *Teaching and support staff who are trained in listening skills/ anti-bullying issues: Karen Johnson*
- *A designated Anti-Bullying Coordinator: Helen Pitt*
- *Person for Child Protection: Liz Bassett, Camilla Coulson*

The school's incident reporting systems and guidance on defining bullying and recognising the signs and symptoms of bullying in pupils are recorded and communicated to the whole school community via:

- *The school's anti-bullying leaflet and posters*
- *The school's curriculum/open evenings for parents/carers.*

d) Responding to Incidents of Bullying

The school has an agreed procedure for responding consistently to incidents or allegations of bullying. Direct action to respond to incidents of bullying occurs within a context, which reminds all pupils that bullying behaviour is unacceptable to the school and will not be tolerated. At our school, all pupils are encouraged to report incidents of bullying whether they have been bullied or have witnessed bullying; posters reminding children about reporting bullying are displayed in all classrooms. The school will investigate the incident and decide on an appropriate course of action.

When responding to incidents involving any type of bullying the school will consider the situation in relation to the school's Child Protection Policy and procedures. Statutory guidance on safeguarding pupils identifies 'Emotional Abuse' as featuring 'serious bullying causing children frequently to feel frightened or in danger; or the exploitation or corruption of children'. In cases of severe or persistent bullying, staff will liaise with the Designated Person for Child Protection particularly where there are concerns that a child or young person may be suffering or likely to suffer significant harm in terms of emotional abuse.

The procedure and stages in responding effectively to bullying at our school are:

Monitoring and recording behaviour and relationship issues. The school follows a clear behaviour management system (the EJ Way and the EJ extra way), which enables challenging behaviour and relationship problems to be identified, recorded and addressed. This process is part of the school's overall Positive Behaviour Policy. It supports the detection of bullying and allows for intervention at an early stage.

In cases of bullying, we will move from the Positive Behaviour Policy to the Bullying policy. The Support group method will be implemented and recorded in the first instance, where appropriate. In certain cases, teachers will need to consider the individual involved, or the incident which has occurred, and make a professional judgement whether to use the Support group method, or use sanctions and the EJ extra way.

Making sure the person being bullied is safe and feels safe. When a pupil reports being bullied, the school will acknowledge their concerns and the incident will be taken seriously. Incidents of bullying reported by witnesses are treated in the same manner and will always lead to a conversation with the targeted child.

Establishing and recording what happened by listening to the targeted child. After listening to the views and feelings of the targeted child and their account of what has happened to them, the school will record the incident appropriately either using the system above or by completing *Section A* of the Bullying Incident Report Form (**see appendix D Bullying Incident Report Form**) where bullying has occurred (The 'Traffic light' recording sheet can also be used alongside the Bullying incident report form.)

Section A includes:

- *Date, time incident reported*
- *Member of staff to whom the incident was reported*
- *Date, time, location of alleged incident*
- *Nature of the alleged incident from the perspective of the person being bullied.*
- *Date, time when parents/carers were informed*

When an incident of bullying is reported the school will endeavour to make a written record of this incident within 24 hours of the incident occurring. Written records are factual and where opinions are offered these will be based on factual evidence. Recording incidents helps to build a picture of behaviour patterns in school e.g. who, when, how, what action taken. It enables the school to manage individual cases effectively and monitor and evaluate the effectiveness of strategies. **Written records of bullying should be kept in behaviour folders, and a copy given to the PSHE co-ordinator.**

Note: In Cambridgeshire, schools regularly report prejudice-related incidents to the local authority. This information allows the local authority to compare school trends with locality area and county trends and enables the local authority to monitor the occurrence of incidents and identify underlying trends in racist, homophobic and disability-related bullying so that appropriate and relevant training and support can be provided to schools.

Deciding upon a response. After listening to the account of the targeted child, the school will discuss an appropriate course of action with them. All incidents of bullying will be responded to seriously and the behaviour of those who have been bullying will be challenged.

A Restorative Approach (Using the Support Group Method)

Where appropriate and in most cases of bullying the school will initially consider the use of a Restorative Approach to resolve the situation. A Restorative Approach involves perpetrators of bullying, focusing on their unacceptable behaviour in an emotionally intelligent way and ensures pupils causing harm are held to account for their behaviour by enabling them to:

- Accept responsibility for the harm caused to the individual being bullied
- Accept responsibility for the harm caused to others (for example staff, friends or family)
- Recognise the need to take action to begin to repair the harm caused
- Agree a range of helpful actions to repair the harm caused, which will be monitored over an agreed period of time.

This school is currently using *The Support Group Method, School's Anti-Bullying policy and behaviour records.*

The school believes that all bullying is unacceptable but that many pupils who display anti social behaviour and lack empathy for others can be helped to understand the consequences of their actions and change their behaviour for the long term.

In situations where the school has decided to use *The Support Group Method* the school will complete Section C of the Bullying Incident Report Form and then refer to and follow the relevant guidance for record keeping for this particular strategy **(see Appendix E Responding to Incidents of Bullying: The Support Group Method:)** rather than completing the other sections of the Bullying Incident Report Form. *(With many restorative approaches, it is inadvisable to gather accounts from perpetrators and witnesses as this tends to inflame situations and is not conducive to establishing a restorative approach where perpetrators are more likely to come to terms with the harm they have caused, accept responsibility for their actions and feel compelled to change their behaviour).*

All records will be kept in behaviour folders, and a copy give to the PSHE co-ordinator.

Use of Sanctions (Using the EJ extra way)

In certain cases of bullying, the school will consider the use of sanctions e.g. in cases of serious bullying such as where violence has been used or where a restorative approach has been unsuccessful in preventing further incidents of bullying. Sections A,B and C of the Bullying Incident Report Form will be completed (**see appendix D Bullying Incident Report Form**). This will involve recording what happened by listening to the different perspectives of all those reportedly involved in the incident, including those of the bullied person, the person doing the bullying and those that have witnessed the bullying ('bystanders').

Sanctions will be applied fairly and proportionately in accordance with the school's Positive Behaviour Policy, taking account of any special educational needs or disabilities that pupils may have and taking into consideration the needs of vulnerable pupils. Bullying by children with disabilities or SEN is no more acceptable than bullying by other children. However, for a sanction to be reasonable and lawful the school will take account of the nature of the pupil's disability or SEN and the extent to which they understand and are in control of what they are doing. Disciplinary sanctions are intended to:

- Impress on the perpetrator that what he/she has done is unacceptable
- Deter him/her from repeating that behaviour
- Signal to other pupils that the behaviour is unacceptable and deter them from doing it.

The consequences of bullying should reflect the seriousness of the incident. The school takes verbal and indirect bullying as seriously as physical bullying. When deciding upon appropriate sanctions for bullying the school will ensure that the sanctions address bullying behaviour in a way which does not lead to an escalation of the behaviour but instead supports a resolution to the problem. As with the school's restorative approach, sanctions for bullying are intended to hold pupils to account for their behaviour and ensure that they face up to the harm they have caused and learn from it. They also provide an opportunity for the pupil to put right the harm they have caused. **Where appropriate the school may use sanctions in conjunction with the school's restorative approach.**

The school will draw upon the school's Positive Behaviour Policy and follow the system for sanctions, which includes:

- *Involving pupils in developing appropriate 'fair punishments' for those who have been involved in bullying*
- *Removing/ separating pupils from other individuals or groups of children*
- *Removing/excluding pupils from certain whole school activities or key points in the day e.g. break times/ lunchtimes*
- *Withdrawing privileges*
- *Use of detention*

In the case of more serious and persistent bullying, where the perpetrator has not responded to the school's restorative strategies (see above) or sanctions, the school may consider excluding the perpetrator from the school. Some pupils who have been subjected to bullying can be provoked into violent behaviour. Where an attack has been provoked after months of persistent bullying, the school will view this behaviour differently from an unprovoked attack and will ensure that sanctions are proportionate to the circumstances.

Communicating with the whole school community. The school will communicate to the school community that the bullying has been taken seriously and has been responded to well. This will include talking to parents/ carers (see section E Working With Parents/Carers). **The timing of this communication will depend on the agreed responsive approach.**

Monitoring and following up with all parties concerned, including parents/carers to ensure that the bullying has stopped. Part of the school's process of responding to an incident is to seek an agreement to meet at some point in the future to see whether the situation has been resolved or whether further work needs to take place. This will include evaluating the effectiveness of the follow up strategies that have been put in place to ensure that the bullying has stopped. The school does not assume that a situation requires no further attention simply because a pupil has made no further complaints. Where a problem has not been resolved to the satisfaction of all parties the follow up strategies will be reviewed and/or further advice sought. The timing of this monitoring will depend on the agreed responsive approach.

Responding to incidents of cyberbullying. The school will follow the above procedures and will seek guidance on responding to different forms of cyberbullying via organisations which provide information on the safe and responsible use of technology, such as Digizen

<http://www.digizen.org/resources/cyberbullying/full-guidance.aspx>

Responding to incidents of bullying which occur off the school premises.

The school recognises that bullying can and does happen outside school and in the community. Bullying is a relationship issue and its occurrence reflects the ways in which children and young people socialise in school and in the wider community. The school believes that bullying is unacceptable wherever and whenever it happens.

When an incident of bullying is reported and has occurred off the school site and out of school hours e.g. walking to and from school, the school will follow the guidance in the *Positive Behaviour Policy* on regulating the conduct of pupils at times when they are not on the premises of the school and/or not under the lawful control or charge of a member of staff.

The school encourages pupils to seek help and to tell us about incidents of bullying that happen outside the school so that the school can:

- *Raise awareness among the whole school community of possible risks within the community e.g. trouble spots/ gang,*
- *Alert colleagues in other schools whose pupils are bullying off the school premises*
- *Make contact with local police officers and representatives from the Youth Service, and other organisations (including sports clubs and voluntary organisations)*
- *Map safe routes to school in the event of a pupil being bullied on their journey to school*
- *Offer pupils and parents/cares strategies to manage bullying off the school premises e.g. guidance on how to keep safe on the internet and when using their mobile phones.*

e) Working with Parents/Carers

Where the school has become aware of a bullying situation, parents/carers of the child/young person who is being bullied will be invited to the school to discuss their child's situation. The school will endeavour to involve parents/carers of children who have been bullied constructively at an early stage to support the process of working together to find ways of resolving the situation and bringing about reconciliation. The outcome of the meeting and agreed

actions/responses will be recorded by the school on the school's Bullying Incident Report Form **(see appendix D Bullying Incident Report Form)**. The school will work alongside those parents/carers whose children have been bullied to support them in developing their children's coping strategies and assertiveness skills where appropriate.

The school takes parents/carers reporting bullying seriously. *Parents/carers are initially encouraged to refer their concerns to the class teacher. Senior members of staff such as Key Stage Coordinators, Deputies/ Heads will be involved where appropriate.* Parents/carers are encouraged to note details of the incident to share with the *class teacher/ member of staff*. Again, a record of the incident and the agreed actions/response made at the meeting will be recorded by the school and added to the school's Bullying Incident Report Form **(see appendix D Bullying Incident Report Form)**. The school will discuss the possible responsive options with the parents/carers and the bullied child and agree a way forward.

Where a Restorative Approach has failed to modify the behaviour of a perpetrator and the bullying is continuing or when sanctions are to be used, the parents/carers of the perpetrator will be invited to the school to discuss their child's behaviour. The outcome of the meeting and agreed actions/responses will be recorded by the school on the school's Bullying Incident Report Form **(see appendix D Bullying Incident Report Form)**. The school adopts a problem solving approach with parents/carers e.g. 'It seems your son/daughter and (other child) have not been getting on very well' rather than 'your son/daughter has been bullying...'. While the school firmly believes that all bullying is unacceptable and that the perpetrators should be made to accept responsibility for their behaviour and make amends, the school understands that a cooperative ethos is desirable when trying to reach a resolution that is effective and long lasting. Parents/carers of those causing the bullying will also have support to come to a balanced view of what is happening and appreciate their role in helping their children to learn about the consequences of their actions and adopt alternative ways of behaving.

The school ensures that staff and all parents/carers remain fully aware of the measures that have been put into place to prevent the occurrence of further incidents. Follow up appointments are made with parent/carers to share these agreed measures and to monitor their success in preventing further bullying.

Guidance for parents/carers regarding advice on recognising the signs and symptoms of bullying in pupils and how to approach the school to register concerns/incidents and seek support is available via the:

- *School's/ local authority anti-bullying leaflet for parents/carers*
- *School's prospectus*
- *School's positive relationships/behaviour and anti-bullying awareness events*

f) Following Up / Supporting and Monitoring

After following the school's procedures for responding to an incident of bullying (see section **Responding to Incidents of Bullying**), the school will consider employing further longer term measures/strategies to minimise the risk of bullying occurring in the future and to ensure that pupils feel safe. Strategies include longer-term support for all parties including the person being bullied, bystanders and the person who has perpetrated the bullying. Many of the school's strategies include problem solving processes, which enable on-going situations to be disentangled and explored, and help to reveal underlying issues. Many of the following

strategies involve active participation from pupils and involve pupils helping themselves and each other. Some strategies form part of the school's anti-bullying preventative work. Our strategies include:

- *Providing opportunities for class/ tutorial or Circle Time where pupils can explore the needs of their peers. These are planned sessions in which the teacher facilitates a safe and positive environment for pupils to take turns, if they choose, to talk about an issue of concern. The whole group is encouraged to listen carefully and discuss ways to help the individual in a problem solving way.*
- *Accessing support from external agencies and professionals including educational psychologists, Child and Adolescent Mental Health Service (CAMHS), Specialist Teaching Services, Race Equality and Diversity Services.*
- *Providing opportunities for pupils who have been bullied or are bullying to attend social skills groups to develop emotional resilience and learn skills in assertiveness, listening, negotiating and empathising with others.*
- *Providing supportive and nurturing structures for identified vulnerable individuals.*

g) Prevention

The school believes that the whole school community should work together to reduce bullying as part of our efforts to promote a positive and inclusive whole school ethos and create a safe, healthy and stimulating environment. Alongside the school's responsive strategies for dealing with incidents of bullying, the school adopts, as part of our pastoral support system, a whole school approach to implementing proactive and preventative interventions to reduce bullying. These interventions are implemented at a school, class and individual level. Our approaches include:

- *Implementing an effective school leadership that promotes an open and honest anti-bullying ethos*
- *Adopting positive behaviour management strategies as part of the school's Positive Behaviour Policy*
- *Implementing a whole school approach to the teaching of PSHE and Citizenship and the implementation of the Social and Emotional Aspects of Learning Programme (SEAL) (All held within Cambridgeshire Personal Development Programme plans for each year group).*
- *Implementing a Personal Safety Programme as identified in the Cambridgeshire Personal Development Programme*
- *Ensuring that the school's anti-bullying statement or charter is actively promoted in assemblies and other formal occasions, as well as displayed around the school*
- *Providing training on behaviour management and anti-bullying for all relevant staff*
- *Providing a school council and regular Circle Time, enabling pupils to talk about their feelings and concerns in a safe environment and to enable them to share concerns about bullying*
- *Providing peer support systems such as PALS, buddy benches*
- *Participating in the annual national Anti-Bullying Week and supporting learning on bullying through whole school activities, projects and campaigns*

- *Reviewing the development and supervision of the school inside and outside including the outdoor areas and playground to ensure provision is safe, inclusive and supports pupil's emotional wellbeing.*
- *Providing publicity including information leaflets for pupils and parents/carers to raise awareness of bullying and support those who are being bullied or have witnessed bullying to report incidents and seek help*
- *Providing social skills groups for vulnerable individuals and groups*
- *Providing Clubs and other peer support networks, such as Privilege Clubs at lunchtime*
- *Providing cross year group/ family groups/ playtimes to allow pupils from different age groups to socialise and support each other*
- *Providing a transition programme to support pupils moving across year groups and key stages.*
- *Providing information on support agencies such as ChildLine, Kidscape and Beatbullying including telephone numbers for help lines and addresses for supportive websites*
- *Liaising with members of the community e.g. transport service providers, and engaging in community initiatives and safer school partnerships*
- *Working in partnership with other schools/ local authority services on anti-bullying initiatives*

h) Delivering the Curriculum for Positive Relationships and Anti-Bullying in our school

The school acknowledges the role of the PSHE and Citizenship curriculum in preventative work on bullying. The PSHE and Citizenship curriculum supports the development of pupil's self esteem and their emotional resilience and ability to empathise with others. The curriculum provides opportunities for pupils to learn and develop the skills to identify manage and challenge incidents of bullying as well as providing opportunities for pupils to learn about bullying in relation to the wider context of diversity and inclusion.

- *The school adopts the Primary Cambridgeshire Personal Development Programme for PSHE and Citizenship in which learning related to bullying, diversity and difference is covered within themes such as Myself and My Relationships, Citizenship and Healthy and Safer Lifestyles*
- *The school is also implementing the Social and Emotional Aspects of Learning Programme (SEAL) as part of the Cambridgeshire Personal Development Programme.*
- *The school also uses the Cambridgeshire Education Child Protection Service's Personal Safety units of work as part of the Cambridgeshire Primary Personal Development Programme*
- *The school recognises and participates in the national Anti-Bullying week, which provides an annual intensive focussed week on the subject of recognising and combating bullying.*

Work on bullying as part of the PSHE and Citizenship curriculum is taught through:

- *Designated lesson times /focussed events.*
- *Other curriculum areas such as Citizenship, Religious Education, Humanities, History*
- *Enrichment activities such as visits from the Life Education Centre.*

i) Children and Young People's Consultation and Participation

The school considers listening to the voices of pupils and actively seeking their views and opinions regarding bullying as an important part of our preventative work. The school regularly audits the way in which bullying is being addressed which includes, listening to pupils and ensuring they are given the opportunity to speak out, and have their voices heard on their experiences of bullying. Pupils are actively encouraged to participate in identifying both the problems and solutions to bullying; reviewing and developing the school's Anti-Bullying Policy and practice and engaging in initiatives to support an anti-bullying ethos in school. Pupils actively participate in:

- *Identifying when and where the bullying happens*
- *Identifying new forms of bullying e.g. types of cyberbullying*
- *Making decisions about how to address and tackle bullying*
- *Reviewing the development and delivery of the taught curriculum focusing on aspects of bullying and discrimination*
- *Learning how to play an active role in challenging bullying such as engaging in peer support schemes such PALS.*

The school adopts a number of democratic methods / systems for promoting pupil consultation including:

- *Class and school councils*
- *Focus groups and face to face discussions with small groups of pupils*
- *Active learning and interactive learning techniques included in PSHE and Citizenship such as mind mapping sessions, role play, puppets, group work and creative arts*
- *Surveys including questionnaires, Draw and Write and research designed and carried out by pupils*
- *Listening systems such as suggestions given to school council representatives to discuss in meetings.*

j) Whole Staff Awareness and Training Opportunities

The school endeavours to ensure that teachers and other adults working with children are equipped with the necessary skills and knowledge to identify and address all types and forms of bullying effectively and safely. Training will include recognising the signs of bullying in children and how to identify vulnerable children who may be susceptible to being bullied or becoming actively involved in bullying and bullying type behaviour. Training for staff is provided to ensure that they feel competent and confident in appropriately challenging bullying. Training also provides staff with a clear understanding of the school's policy and procedures on preventing and responding to incidents of bullying, including providing short and long term support to those affected by bullying. The school's approach to anti-bullying work is included within induction programmes for new staff. The views of staff are sought as part of the school's review and evaluation of the Anti Bullying Policy and used to inform developments and enhance the school's anti-bullying ethos and practice.

k) Involving Outside Agencies

The school seeks the support and guidance from relevant local and national agencies and organisations that work collectively to ensure that those who work with and support Children and young people are equipped with the skills and knowledge to address bullying effectively. *Local support and guidance is accessed from county wide services and through liaison with the school's multidisciplinary Locality Team and voluntary agencies.*

I) Monitoring and Evaluating the Anti-Bullying Policy

The school's Anti-Bullying Policy and practice is regularly monitored and evaluated to ensure its effectiveness. This process includes reviewing the school's definition of bullying and identifying new types and forms of bullying as they emerge. The policy review is coordinated *by the SMT/PSHE Co-ordinator* and involves monitoring and evaluating anti-bullying preventative and responsive strategies to ensure the school's practice is effective and successful in fostering an ethos that inhibits bullying and promotes inclusion and respect for diversity.

The review process involves collecting data on the prevalence of bullying at the school and gathering the views and different perceptions of the whole school community including staff, governors, pupils (see section 3i) and parents/carers using a range of methods such as:

- *Surveys and questionnaires*
- *Focus groups and interviews*
- *Whole school audit tools.*

The school regularly analyses behaviour records and records of bullying incidents to identify patterns of behaviour regarding individuals and groups of pupils and places and times where bullying may be occurring. Other informative data includes:

- *Parental complaints to the school or local authority regarding bullying*
- *Records of the Educational Welfare Service identifying where bullying is a factor in non attendance*
- *Exclusion data relating to bullying*
- *Risk assessment for children who exhibit sexually inappropriate or harmful behaviours.*
- *Transfer and admissions data, specifically requests for transfer due to bullying or harassment*
- *Outcomes achieved as part of the school's work on promoting children's wellbeing*
- *Information contained in School Development Plans.*

The results of the review are used to inform areas for school development, which are included in the School Development / Improvement Plan and other appropriate actions plans.

The policy is reviewed as necessary