Glen Hills Primary School
Anti-Bullying
including Cyber Bullying

Statement of Intent

At Glen Hills Primary School, we are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. **We are a listening and telling school.** This means that *anyone* who knows that bullying is happening is expected to tell the staff.

What Is Bullying?

Bullying is a word regularly used by pupils and parents/carers. It is important that all members of the school community have an understanding of what bullying is.

Glen Hills' view of bullying is the use of a behaviour with the **intention** of **continually hurting** and **intimidating** another person or group which occurs **repeatedly over time**.

At Glen Hills, we used the idea of **'Several Times On Purpose' (STOP).** Bullying results in **repeated** pain and distress to the victim/s. It is not a single argument or fight with another. It is a deliberate behaviour over time.

Bullying can be:

- **Emotional**
  being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures, etc.)
- **Physical**
  pushing, kicking, hitting, punching or any use of violence
- **Racist**
  racial taunts, name calling, graffiti, gestures, etc.
- **Sexual**
  unwanted physical contact or sexually abusive comments, including Harmful Sexual Behaviours (HSB) and sexting.
- **Homophobic**
  because of, or focussing on, the issue of sexuality
- **Cyber**
  All areas of internet, such as email and internet chat room misuse, threats by phone, text, instant messenger, gaming websites, social media sites and apps and calls. Misuse of associated technology, i.e. camera & video facilities

- **Child on Child**
  Bullying can be a form of Child on Child abuse (COC)
- **Verbal**
  name-calling, sarcasm, spreading rumours, teasing, etc.

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving. Schools have a responsibility to respond promptly and effectively to issues of bullying to ensure this does also not become a barrier to their learning as research demonstrates that victims of bullying can have deteriorating levels of attainment/attendance as a direct result of bullying.

Objectives of this Policy

- That all governors, teaching and non-teaching staff, pupils and parents/carers have an understanding of what bullying is.
- That all governors, teaching and non-teaching staff, pupils and parents/carers know what the school policy is on bullying, and accept collective responsibility for its implementation.
- That all pupils and parents/carers know what the school policy is on bullying, and what they should do if bullying arises.
- That as a school we take bullying seriously. Pupils and parents/carers will be assured that they will be supported when bullying is reported.
- That we ensure we promote a positive and safe learning environment where bullying is not tolerated.
- That we promote inclusion, tolerance, mutual respect and self-worth amongst all.

Signs and Symptoms

A child may indicate by signs or behaviour that they are 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
- doesn't want to go on the school / public bus
- 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 suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged

- has possessions which are damaged or go "missing"
- asks for money or starts stealing money (to pay bully)
- has personal monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or a mobile phone
- is nervous and jumpy when a cyber message is received
- is known to be vulnerable.

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

Procedures

1. Pupils need to report bullying incidents, including cyber-bullying issues, to any members of school staff they are comfortable talking to. The staff, if nonteaching, will pass this on to the class teacher. Teachers will involve the Senior Management Team (SMT) if appropriate to do so, who will then handle the incidents of bullying.
2. Any parents/carers wishing to discuss bullying should contact their child's class teacher initially, via the school office. The class teacher will then involve the SMT if appropriate.
3. Opportunities will be given to resolve the situation with all parties involved.
4. In cases of serious bullying, this will be recorded on a serious incident form, to the Chair of Governors and at the next Full Governing Body meeting. .
5. Parents/carers will be informed of the concern; as we believe in transparency.
6. In serious cases, parents/carers should be informed and may be asked to come into school for a meeting to discuss the problem.
7. If necessary and appropriate, police will be consulted.
8. The bullying behaviour or threats will be investigated and the bullying stopped quickly.
9. An attempt will be made to help the bully (or bullies) change their behaviour
10. A record of the incidents will be kept on the school's CPOMs log for all children involved.

Outcomes

1. The bully (bullies) will be asked to genuinely apologise. Other consequences may also take place depending on the individual case.
2. In serious cases, suspension or even exclusion will be considered (see the Trust Suspension and Exclusion Policy).
3. If possible, the pupils will be reconciled.
4. After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Prevention

We will use a variety of methods for helping children to prevent bullying as and when they are appropriate. These will include:

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- A clear set of school rules, which are referred to often (including the Glen Hills 'Our School Rules' and 'Our Outside Rules', on display around the school).
- Home-School Agreement, annually signed by Parents/Carers, pupils and staff.
- Use of Route to Resilience work and Character Muscles (e.g. Respect, Friendship, Honesty).
- Anti-Bullying displays and lessons.
- Consistent use of resources across all ages to support self-management of behaviours and feelings (such as How Big Is Your Problem, 'zone' resource, behaviour charts and social wellbeing sessions).
- Opportunities to share feelings and have discussions about bullying and why it matters, e.g. through circle time activities, PHSE curriculum (including regular e-safety lessons), Anti-Bullying Week, E-safety Week, assemblies, Well Being Ambassadors, R2R activities, SMSC work and so on.
- Involvement in Anti-Bullying week activities, e.g. drawing about Anti-Bullying after discussions on the meaning of bullying, poems, posters, role play, etc.
- Reading stories about bullying or having them read to a class or in assembly.
- Opportunities to speak to staff in confidence (including drop in ELSA sessions, worry boxes, safe adults (including the safeguarding team).
- Happy Lunchtimes Scheme (including CPD for staff).
- Sampling of pupils' views on their understanding of what bullying is (this is also carried out annually as part of the Governors' Safeguarding Audit).
- Regular 'Pupil Voice' to ensure pupils feel safe and school are aware of any potential 'hot spots' for issues in relation to behaviour, allowing for prevention strategies to be implemented.
- Updating staff with the latest research and publications (for example, Child on Child abuse, Child Sexual Exploitation, Child Criminal Exploitation, County Lines – within the context of Safeguarding).
- Monitoring of Child on Child abuse and Harmful Sexual Behaviours half termly by the safeguarding team via risk assessments, including for children at risk of suspension and exclusion (see Suspension and Exclusion policy).
- Collaboration of staff members – PHSE/Anti Bullying lead, SMSC lead, Lunchtime Lead, Pastoral Lead, ELSA etc. Staff receive appropriate training.
- A co-ordinated, positive support system is in place for pupils, including external as well as additional resources.
- Consistent praise and rewards to encourage a culture of positive behaviour (e.g. House Points, pom poms, Lunchtime Stars, Table of Awesomeness, R2R stickers and certificates). Good behaviour praised and acknowledged by all to reinforce the positive ethos of the school.
- Classrooms are visually stimulating and well resourced.
- Pupils encouraged to be involved in the school and its ethos (e.g. School Council, extra-curricular clubs, Sports Ambassadors, Mental Health Ambassadors, pupil job centre etc).

- Inclusive provision for all pupils (personalised provision where appropriate).
- Staff led by example with clear instructions, consistent routines and modelled behaviour.
- Annual parent/carer e-safety meetings about online safety.

HELP ORGANISATIONS:

Advisory Centre for Education (ACE)	0808 800 5793
Children's Legal Centre	0845 345 4345
KIDSCAPE (Parents Helpline, Mon-Fri 10-4) 0845 205204	
Parentline Plus	0808 800 2222
Youth Access	020 8772 9900
Bullying Online	www.bullying.co.uk

You can visit the Kidscape website www.kidscape.org.uk for further support, links and advice and see below:

Childline – www.childline.org.uk

Family Lives – www.familylives.org.uk

MindEd- www.minded.org.uk

NSPCC – wwww.nspcc.org.uk

Young Minds – www.youngminds.org.uk

Cyberbullying

Childnet - www.childnet.com

Think U Know – www.thinkuknow.co.uk

UK safer internet – www.saferinternet.org.uk

Race, Religion and Nationality

Anne Frank Trust – www.annefrank.org.uk

Kick it out – www.kickitout.org

Report it – www.report-it.org.uk

Gender/sexual identity

Barnardos LGBT hub -www.barnardos.org.uk

Each – wwww.eachaction.org.uk

Policy	Anti-Bullying including Cyber Bullying
Reviewing Committee	*Full Governors*
Last Reviewed	*14/3/23*
Ratified by Governing Body	*28/3/23*