

Anti– Bullying Policy

1. Introduction

Cross Ash Primary School is a Rights Respecting School.

- All members of our school community are entitled to a safe, secure and caring environment. It is everybody's responsibility to ensure that this happens.
- All of us have rights - the right to feel safe, to learn and to be respected.
- All of us have responsibilities - to keep others safe, to ensure others can learn, and to respect ourselves and others

We encourage all children, parents, staff and other stakeholders to be aware of, to practice and to appreciate their own rights. We expect all to pay careful consideration to the responsibility they have to enable all others to do the same. 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 TELLING school. This means that anyone who knows that bullying is happening is expected to tell the staff.

Cross Ash Primary School's policy has been compiled in consultation with school staff, parents, pupils, governors and LA personnel.

This policy acknowledges the Welsh Government's Respecting Others Guidance 2011 and complies with the Equality Act 2010.

This policy should be read in conjunction with the Behaviour Policy and Strategic Equality Plan.

And follows MCC guidance and protocol for reporting

The Rights Respecting school council review and decide whether to adopt the schools anti-bullying charter annually *appendix 1*

2. A definition of bullying

Bullying is "a persistent, deliberate attempt to hurt or humiliate someone and often involves an imbalance of power where a person or group of people repeatedly and intentionally cause emotional and/or physical harm to another person or group of people. Isolated incidents of hurtful behaviour, teasing, arguments or falling out between individuals of equal power should not be seen as bullying."

Bullying can take many forms, but the three main types are:

☒ **Physical** – hitting, kicking, taking belongings, sexual harassment or aggression

☒ **Verbal** – name calling, insulting, making offensive remarks

☒ **Emotional** – spreading nasty stories about someone, exclusion from social groups, being made the subject of malicious rumours, sending malicious e-mails or text messages on mobile phones (through social networking sites)

There are many important categories of bullying, including:

- Socio-Economic Status – abusive in relation to perceived status in society
- Gender Based – abusive with reference to the person's physical, mental or chosen gender.
- Sexual Orientation - abusive with reference to the persons sexual orientation e.g. Homophobic
- Faith-based – abusive with reference to the persons belief
 - SEN/Disability - Related to SEN or disability - Excluding, tormenting, making abusive comments about physical limitations or learning difficulties.
- Gifted/Talented – Excluding, tormenting, making abusive comments in relation to someone's ability
- Cyber- All areas of internet, such as email & internet chat room misuse, mobile threats by text messaging & calls misuse of associated technology, i.e. camera & video facilities
- Racist – abusive in relation to a persons race, nationality or colour of their skin

Racist Incidents and Racist Bullying

A racist incident is “any incident which is perceived to be racist by the victim or any other person.”

All incidents of racist bullying are racist incidents and will be reported to the Local Authority in accordance with the LA E Form.

Not all racist incidents, however, are necessarily instances of racist bullying. Racist bullying is included in the general definition of bullying, see above, because of a persons' colour, ethnicity, culture, language, faith community, national origin or national status.

2. Whole School Approach to Bullying Prevention

In Cross Ash Primary School all members of our school community should be able to feel safe and respected. We will challenge all forms of bullying and discrimination and such behaviour is unacceptable. This policy has a clear link to the schools Positive Behaviour Policy.

The school uses the following strategies:

- Buddying
- Peer Mediators
- Circle of Friends
- Peer Supporters
- Positive Class / School Rewards
- Restorative Approaches
- Supervision during break and lunch times
- National Anti-Bullying Week / SEAL

These strategies are supported through the curriculum in PSE / SEAL, circle time, creative writing, drama, history and RE to prevent bullying and to promote positive behaviour and good relationships within our school.

3. Roles and Responsibilities

All members of the school community have an active role to play in the prevention of bullying behaviour, to promote positive relationships and respect as well as responding to incidents when they occur.

The Governing Body should:

- Ensure that every pupil has the right to learn, free from the fear of bullying or discrimination.

The Head teacher should:

- Ensure that the schools Bullying Prevention Policy and reporting procedures are known to the whole school staff, pupils, parents/carers and outside agencies (where appropriate);
- Ensure that all staff have the opportunity to receive training;
- Ensure that there is suitable and sufficient opportunity in the curriculum and non-curriculum time through the school's PSE programme to explore issues relating to all types of bullying and discriminating incidents;
- Ensure that incidents are recorded, monitored and reported to the LA and inform the schools self-evaluation process;
- Report the Governing Body annually.

School staff should:

- Receive, respond, taking seriously and act upon information which is disclosed;
- Report any observed, suspected or disclosed incidents to the nominated member of staff.

Pupils should:

- Report incidents straight away; observing incidents can suggest support for the perpetrator;
- Tell someone they trust straight away;
- Ask parents/family or teachers for advice and help. If they feel too scared to tell an adult on their own, they should ask a friend to go with them.

Parents/carers should:

- Reassure their child that they are doing the right thing in telling you.
- Remember that you may be the first person to know of any bullying incident. Try to stay calm and make notes which may be useful later;
- Contact the school;
- Work **with** the school to draw up ideas that will help to support your child.

4.The Management of Incidents.

The school will follow all procedures as identified in MCC's flow chart for dealing with incidents. All relevant details will be recorded and stored in a secure electronic file or paper copies in the HT's office.

5. Incidents outside of School

A good deal of bullying can take place outside of school, to and from school, on school transport, school trips or on mobile phones and social networking sites. All pupils are expected to comply with the School Travel Code 2010 (The school **may take reasonable** steps, at the discretion of the head teacher, to investigate incidents that have a negative impact on the orderly running of the school and/or might pose a threat to another pupil during school time or member of staff.

6. Working with the Police

The school will cooperate with the police if a pupil or parent/carer has reported an incident. Some forms of bullying behaviour may involve criminal offences and in these cases the school will contact the Schools Community Police Officer (SCPO). If the matter is urgent and the SCPO is unavailable, the school will contact the police directly in order to protect the person experiencing the bullying and to respond appropriately to the incident (see All Wales School Crime Beat Policy).

The school will also work in partnership with the SCPO as part of the schools bullying prevention work (see www.schoolbeat.org).

7. Monitoring and Evaluation

The school will monitor incidents of bullying and racism in order to identify patterns of behaviour and the extent of the bullying. The school will then use this data to review the effectiveness of current policy and practice and identify priorities as part of the schools' self-evaluation process. The school will also take into consideration any findings or recommendations from Estyn Inspections, independent reviews or the LA annual report to Head teachers.

8. Arrangements for reviewing the policy

This policy will be reviewed every two years or in light of new guidance or recommendations.

Signed Head teacher: Mrs Laura Perrett

Signed Chair of Governors: Dr Sarah Neville

Date; November 2015

Review – November 2017

Cross Ash Primary School
Caring, Committed, Challenging



Anti-Bullying Charter

We must understand bullying

Bullying is the repeated act of harm in the form of words, actions (such as hitting) and exclusion (being left out constantly)

- We will not tolerate bullying
- Bullying will be dealt with seriously
- When we report bullying, staff will give us a fair hearing.
- We have the right to travel to and from school without being bullied
- We will not put others down.
- We will not judge others by appearance alone.
- We will accept others regardless of race, religion, culture or disability.
- We are a telling school – bullying is too important not to report.

The Local Authority Incident Record must be completed every term and returned to the following email address Anti-bullying.reporting@monmouthshire.gov.uk no later than the last Friday of each term.

Equality Act 2010 Protected Characteristics	Additional 'risk factors' have been identified and are included in the incident recording form:
Age (does not apply to pupils in a school) Disability Transgender / Gender Reassignment Marriage and civil partnership Pregnancy and Maternity Race Religion or belief Sex (gender) Sexual Orientation	Appearance / personal hygiene Cyberbullying Gifted / talented LAC Poverty/ deprivation SEN Welsh Language (Welsh Language Act) Young Carer Friendship Group / Relationships

Recording 'one off' discriminatory incidents

Record all individual incidents involving pupils that take place in school that can be logged against one of the above protected characteristics, including racist incidents, or 'risk factors'. Only incidents that you would usually keep a record of in school should be recorded. Detailed information of the incident should be kept in school.

Identifying Bullying

The school should ask the following questions in relation to all types of bullying including racial bullying:

How many times has the bullying occurred?

How long has it been going on?

Is there intent?

Is there an imbalance in power?

Is the person who has been targeted in some form of distress?

If you have answered yes to the above then bullying has taken place. The school must carry out its own internal investigation and complete the Local Authority Incident Record.

Definition of Bullying

A persistent, deliberate attempt to hurt or humiliate someone and often involves an imbalance of power where a person or group of people repeatedly and intentionally cause emotional and/or physical harm to another person or group of people.

Isolated incidents of hurtful behaviour, teasing, arguments or falling out between individuals of equal power should not be seen as bullying and should be recorded as discriminatory incidents.

