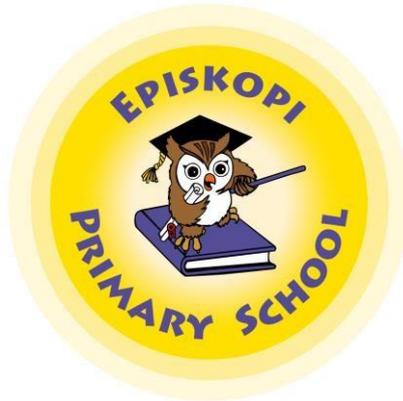


ANTI BULLYING POLICY



Every opportunity is taken to reinforce our ethos of positive behaviour and high expectations, through assemblies, class circle time, or even on a one to one basis. **Bullying in Episkopi Primary School is very rare, but will inevitably happen from time to time.**

THE SCHOOL WILL NOT TOLERATE ANY FORM OF BULLYING.

Any instances will be dealt with quickly and effectively so that the children and the school community can see that it is wrong and perpetrators will understand that their actions are not acceptable. The HT, DHT and SENDCo are informed of all incidents related to bullying.

But exactly what is bullying? The Government statement on school bullying says:

There is no legal definition of bullying.

However, it's usually defined as behaviour that is:

- repeated
- intended to hurt someone either physically or emotionally
- often aimed at certain groups, e.g. because of race, religion, gender or sexual orientation

It takes many forms and can include:

- physical assault
- teasing
- making threats
- name calling
- cyberbullying - bullying via mobile phone or online (e.g. email, social networks and instant messenger)

At Episkopi Primary School we say it can be **physical, mental or verbal**. It is repetitive and intended, happening several times a day and/or over several days. It is **not** a single occurrence as a result of a playground accident or when two or more children fall out over something, which ends in a fight or verbal confrontation.

We also have some children in school with special needs that are emotional/behavioural difficulties, which results in regular physical aggression to others. This is very carefully monitored by the SENDCo and the Class Teacher and LSA/ILSA. The Head Teacher and Deputy Head Teacher are kept fully informed at all times. Extra support for these children

is put into place where necessary and is written into the child's ILP (Individual Learning Plan for pupils with Special Educational Needs).

The hardest part of dealing with bullying is the fear a child may have, that if they tell an adult, the bully will get at them even more, and the situation will get worse not better.

Children have a variety of ways to report incidents they feel are bullying

1. to their class teacher
2. to an LSA/ELSA
3. directly to HT/DHT/SENDCo
4. through the Worry Box in the foyer

All worries are taken seriously and handled sensitively to ensure that all children feel safe.

The important message to all school staff and parents is that if a child discloses to you that they may have been bullied, you must first assess if it is bullying as described above or a one-off occurrence. If you feel that it is bullying, then **the Headteacher (Mrs Alex Thorp) and the Responsible Person (Mrs Karen Favis SENDCo and Deputy Head Teacher)** must be informed quickly, and she in turn must deal with the problem immediately. We actively promote anti-bullying through our regular Jigsaw assemblies and PSHE work. This is reinforced in our annual anti-bullying week supported by the local Police and through the DARE project in Y5.

Procedure for reported incidents: -

1. Talk to the child being bullied, in a quiet, private setting, out of earshot of other children, either in the classroom at break, after school, or in another quiet school setting.
2. Elicit the full story with as much detail as possible of who, when and what. Make a judgement as to whether you feel it is bullying or a one-off event.
3. Assure the child that you will do your utmost to get the bullying stopped.
4. Inform the child that to get the bullying stopped it is going to be necessary for an adult to confront the bully with their unacceptable actions, and that they may in turn have excuses for what they have been doing.
5. Next, talk privately to the 'bully', without the accuser being anywhere near, and talk to them about the accusations. Their thoughts and opinions should be taken into account. Consider if there are behaviour needs that need to be addressed separately.
6. All information should be shared with Alex Thorp or someone from the SLT (Senior Leadership Team) if she is not available. Actions will to be agreed based on the evidence collected from the children involved, other child witnesses and adults.
7. Next step is to bring both parties together. Quite firmly, the bully should be told to stop immediately, and the victim should be told to report straight away any further occurrences of any kind, verbal or physical. The bully should be told his/her parents will be informed.

In our school, this is usually enough to stop any further bullying. However, if this doesn't stop the problem and it recurs then parents of the bully should be involved as soon as possible. Alongside these strategies, the class teacher can be asked to use class 'circle time' to **anonymously** lead discussion on bullies and bullying so that the bully can see how unacceptable their actions are to the school and to the vast majority of their peers. This is often enough to make a child realise how wrong it is.

Children with continuing problems will be supported by outside agencies, e.g. Child Social Worker - anger management sessions. (This is monitored by the Class Teacher and the SENDCo). The SLT (HT / DHT/SENDCo) should be kept informed at all times.

Based on DFE guidance 'Preventing and Tackling Bullying' - July 2017

September 2020