Prendergast Community Primary School

“Believe and Achieve”

Respecting Others: Anti-Bullying Policy
A message from Prendergast Community Primary School

At all times this policy will reflect the school’s commitment to our Values and to Restorative Practice which can be found in the document entitled “School Core Principles”.

Counter Terrorism and Security Act 2015
Safety is our primary aim

At Prendergast CP School, we place a significant emphasis upon our PREVENT duty, acutely aware of safeguarding responsibilities related to extremism and radicalisation. Staff have received appropriate training and are aware of protocol and provision. Likewise, the school is mindful of the risks and prevention around forced marriage and honour based abuse.

If any individual suspects potential activity around extremism, radicalisation, forced marriage or honour based crime – they MUST report concerns to the school’s Child Protection/Safeguarding Lead – Mrs D Davies, Headteacher, or in her absence Mrs J Dunlop, Deputy Headteacher, or a member of the SSIF team.

Respecting Others: Anti Bullying Policy

At all times this policy will reflect the Schools commitment to our VALUES and RESTORATIVE PRACTICE which can be found in our School Core Principles Document.

This School believes that bullying is unacceptable and should not be tolerated. All members of the school community share a collective responsibility for tackling bullying should it occur and in working together to promote positive behavior.

‘All children, whatever their race, sex, beliefs and abilities have the right to be safe and to be free from oppression, humiliation and abuse’ (The Children's Act 2004).

Aims of the Policy: Our Policy is a working framework to support our whole school ethos which is to ensure that all feel safe, secure, confident and happy. It is designed to prevent bullying behaviour wherever possible, to respond consistently, in line with agreed procedures should it occur and to provide support to those involved, as appropriate. Our children's health and well-being, along with everyone involved with the school, is of paramount importance.

Prevention includes sending out a clear message that negative behavior is anti-social, unacceptable and will not be tolerated here. Prendergast CP School's Policy is based on the Welsh Government initiative and Guidance ‘Respecting Others; Anti-Bullying Guidance’. It can be accessed from www.wales.gov.uk/respectingothers

What is Bullying?

‘Bullying is when someone hurts, threatens or frightens you regularly’. Definition used by School Community Police Liaison Officers (SCPOs) in workshops in schools across Pembrokeshire.

Bullying is deliberately hurtful and designed to cause distress. It is usually repeated over a period of time and is difficult for the person being bullied to defend themselves against. It
involves an imbalance and abuse of power and is not age dependent. It may have a racist or discriminatory motivation and can focus on ethnicity, culture, class, religion, learning difficulties, gender, sexuality, long term health conditions and disability. It may be based on small differences between children which are not always clear to us and may shift and develop as relationships change. Bullying behaviour may be shown by individuals or groups. It may not always be clear who is manipulating the behaviour we see. Some children can be 'provocative victims' e.g. by behaving in a tiresome way which eventually triggers a response which may then be seen to be bullying.

Bullying is not falling out with friends, choosing not to play with someone, disliking someone, one off aggressive behaviour - such as a fight between children who disagree, accidental physical contact, or the normal rough and tumble of playground life.

Bullying can take many forms, but the main types are:
- Physical - e.g. hitting; kicking; punching; spitting; biting; sexual harassment; having belongings damaged, stolen or removed
- Verbal - e.g. name calling; teasing; insulting; sarcasm; threats; offensive remarks; sexual/racial comments
- Emotional/Psychological - e.g. excluding; humiliating; dirty looks; making distressing comments about family members; spreading stories/malicious rumours

There are also specific types of bullying relating to identities that should be part of these general forms/types.

We may benefit from additional support when devising preventative and responsive measures to different identity-based bullying and we will tackle these specific types of bullying using the guidance materials and practical solutions on the Welsh Government's website at: [www.wales.gov.uk/respectingothers](http://www.wales.gov.uk/respectingothers)

This set includes:
- Bullying around race, religion and culture
- Bullying involving learners with special educational needs and disabilities
- Homophobic bullying
- Sexist, sexual and transphobic bullying
- Cyberbullying

Bullying affects everyone, not simply the victims and the instigators. It has an influence on others who may witness violence, aggression and the distress of the victim.

**Our whole school approach to preventing bullying includes:**
- Respect for ALL developing our whole school Values
- Very high expectations of positive behaviour which helps full implementation of Restorative Practice and supports learning and development with consistent and inspiring incentives. Staff work in line with our School Values and reflect our school's Professional Codes of Conduct
- Promoting co-operation and expecting socially responsible behaviour - with zero tolerance towards bullying
- Encouraging those who witness or are aware of bullying to act positively by alerting staff and/or peers
• Valuing and celebrating everyone’s differences, skills and talents
• Supporting the developing emotional literacy, self-esteem and resilience through Restorative Practice, Values, Assemblies, School Council (if appropriate), Circle Time, PSE, The Healthy Schools Programme, skills development, teaching children personal coping strategies, Buddy Scheme and Peer mentoring
• Active involvement of our designated Police SCPO in the delivery of the All Wales School Liaison Core Programme and also regular more informal Police SCPO involvement
• Making the information in this policy available to all stakeholders
• Involving all members of the school community in designing, implementing this policy including the School Council

**Why should we be concerned?**
Someone who is experiencing bullying will be upset and distressed and find it hard to concentrate on work or learning. There may be signs such as poor attendance, truancy, being late, being off sick, becoming withdrawn and anxious, losing possessions and money, having mood swings and showing changed or untypical behaviour.

**Encouraging reporting of incidents if bullying occurs:**

• Pupils in Prendergast CP School can be assured that their concerns will be responded to with sensitivity. All reports will be taken seriously and investigated
• Confidentiality for anyone who shares information will be respected, but if sharing is imperative this will be dealt with in a sensitive manner with those involved
• Opportunities for all to communicate concerns include Daily “Check Ins” and “Check Outs”, access to Staff, use of Class or School Council, Worry Boxes, Buddies, Wellbeing Keyworker
• Prendergast CP School takes into account the guidance given in the All Wales Police ‘School Beat’ document (www.schoolbeat.org) which includes teacher resources specifically for Anti-Bullying Week and links to Barnardo’s Cymru

**If bullying occurs we implement the following procedures, as appropriate, in line with the Welsh Government ‘Respecting Others’ guidance:**

• We take all incidents seriously and record them. Our designated Wellbeing Co-Coordinator or Wellbeing Keyworker will monitor, support and collate information on victims and potential bullies.
• Investigations of incidents using RP establish the facts and promote appropriate intervention techniques to manage difficulties between children, encouraging reconciliation where this is possible/feasible. Initially child-led consequences are used before implementation of agreed sanctions. This is delivered consistently and fairly across the school to prevent further incidents.
• We involve parents as early as possible where incidents merit it
• We apply the guidelines from the All Wales Police ‘School Beat’ partnership working document to determine whether official police involvement is needed – as indicated in
these guidelines 'deal with incidents internally wherever possible'.

- We keep accurate, factual records of all reported incidents and the school's response
- We always follow up incidents after they have been dealt with and review outcomes to ensure bullying behaviour has ceased
- We provide on-going support for those involved if necessary

Depending on the type of incident, if sanctions are used, these may include:

- Withdrawing privileges/Golden time/exclusion from treats linked to Values' currency; preventing access to parts of school; detention; lunchtime social exclusion; involving parents as/when necessary; involving appropriate outside agencies; recording details; short term fixed exclusion; permanent exclusion.

SUMMARY: Strategies and preventative measures to reduce the likelihood of bullying in Prendergast CP School:

- A whole school Values and Restorative Practice approach involving everyone (all staff, children, parents and governors) alongside developing and implementing this policy
- Awareness raising of the issues, procedures, consequences, sanctions and method of monitoring bullying – e.g. Assemblies, Pastoral work, PSE, Parents meetings, Newsletters, School website, child-friendly Anti Bullying leaflet
- An ethos of personal responsibility where children are encouraged to tell if they experience bullying themselves or see others being bullied - knowing that not taking action condones the behavior
- All staff are trained in RP practices and this is continuously monitored in feedback at weekly staff meetings, as appropriate
- All staff work within the agreed Professional Code of Conduct
- Weekly whole staff meetings and Senior Leaders meetings always have on the agenda a focus on Children Causing Concern
- Having RP and Values system in place which helps children inform staff when bullying occurs and our Wellbeing Keyworker is available for children to approach on more confidential matters if necessary
- The children's "Check Ins" and "Check Outs" are monitored and follow up work completed where necessary
- RP also supports our understanding of collective responsibility through support groups - Circle Time, School Council, curriculum work i.e. PSE, Healthy School Initiative and School Community Police Officers Programme
- Having a clearly understood and implemented Playground and Safe Environment Policy
- Having a clear, explicit link with the school's Behaviour Policy, Equality Policy and Child Protection & Safeguarding Policies
- Providing clear information and guidance on dealing with bullying and the help which is available for children, staff, parents and governors
- Our school is currently offering a Weekly Wellbeing Clinic for parents should they wish to discuss any concerns. However, we operate an 'open door' policy across the school for all parents
Reviewing the policy

The final details of this policy will be drawn up in consultation with pupils, parents, staff and members of the school community (including our governors and parent representatives). It will be discussed, reviewed and revised annually.

Reference documents and useful links:

Evaluation of Anti-Bullying Policies in School in Wales - Cardiff University Report 2006
School Anti-Bullying POLICY Self-Assessment Tool - WAG Nov 2008
Be-Smart Resource File - Pembrokeshire Count Council Internet Safety Group
All Wales Police School Liaison Core Programme and 'School Beat' guidelines for schools