



Elm Tree Community Primary School

Anti-Bullying Policy - Dec 2022

Updated - December 2022
Review Date – December 2023





Anti-Bullying Policy

Introduction

At Elm Tree Primary School, we are aware that pupils may be bullied in any school or setting, and recognise that preventing, raising awareness and consistently responding to any cases of bullying should be a priority to ensure the safety and well-being of our pupils.

In line with the Equality Act 2010, it is essential that our school:

- Eliminates unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act;
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it; and
- Foster good relations between people who share a protected characteristic and people who do not share it.

At Elm Tree Primary School, we are committed to safeguarding and promoting the welfare of pupils and young people and expect all staff and volunteers to share this commitment. Under the Children's Act 1989, a bullying incident should be addressed as a child protection concern when there is 'reasonable cause to suspect that a pupil is suffering, or is likely to suffer, significant harm'. Where this is the case, the school staff should report their concerns to their Local Authority's safeguarding team.

This policy is closely linked with our Behaviour Policy, our Safeguarding and Child Protection Policy, our School Code of Conduct and the School's Vision, Aims and Values.


Principles

It is the responsibility of the governing body and the Headteacher to ensure that all members of the school community work within a safe and enabling environment.





We value pupils developing respect and treating others with respect and link this with our school's behaviour blueprint and visions and values.



Believe to Achieve

We've embraced
thrive
in our Setting

Our School Vision

At Elm Tree we work together to give all children a place to thrive .

Our School Values

Trust Acceptance Respect Resilience Inclusive Friendship

Ready

Respect

Safe

VRF's

Attune Catch and match the feeling

Validate Stop behaviour validate the feeling

Contain Make the unbearable survivable

Regulate Meet the intensity the calm and soothe

Relentless Routines

- Meet and Greet
- Uniform
- Legendary Line-up
- Fantastic Walking
- Marvellous Manners

All behaviour is communication so every effort must be made to understand it.
All consequences must be viewed as a conversation to improve future behaviour. All responses to unwanted behaviour should be immediate and consistent.

Reconnect & Repair

Recognition

- Me Time
- Certificates/Assemblies
- Positive Notes/Phone calls home
- Thrive Time
- Hot Chocolate Friday (HT)
- Recognition Boards in Class

Resilience

- Conversations PIP & RIP
(Praise In Public; Reprimand In Private)
- Pay back learning time in social time
- Thrive Intervention
- SMT Intervention





The following guiding principles underpin our Anti-bullying policy from the moment a pupil enters our school and throughout their journey at Elm Tree Primary School.

Our vision is to work together to give all children a place to thrive. A place where they can be seen as the individuals that they are. A safe and nurturing community that allows children to succeed socially, emotionally and academically. A place in which we ensure that we are creating wonderful memories for each child in a safe and caring environment.

We do this by:

- Ensuring that all children feel safe, special and happy;
- Working hard to identify and meet individual needs’;
- Always being caring and consistent;
- Empowering all members of our school family to achieve their full potential;
- Providing children with a knowledge rich curriculum that unlocks doors and provides them with a foundation for achieving success;
- Building strong relationships with children and their families to support them in all areas.





Our School Values

These are principles which guide our thinking and behaviour in all that we do across school. We value everyone for who they are and how they contribute to our school family.

- Respect
- Trust
- Acceptance
- Friendship
- Resilience
- Inclusivity

Aims

We are determined to promote and develop a school ethos where bullying behaviour is regarded as unacceptable, to ensure a safe and secure environment is sustained for all pupils.

We aim for all pupils to reach their potential academically, socially and personally through learning and playing in a safe and secure environment.

Bullying Definition

At Elm Tree Primary School, we discuss what bullying is, as well as incidents we would not describe as bullying, with all pupils through assemblies and PSHE lessons.

We agree that:

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally;





Bullying usually happens when the relationship is imbalanced; It could be prejudice-based or discriminatory

Types of Bullying

- Cyber-Bullying

The rapid development of, and widespread access to, technology has provided a new medium for 'virtual bullying', which can occur in and outside school. Cyber-bullying is a different form of bullying which can happen beyond the school day into home and private space, with a potentially bigger audience, and more accessories as people forward on content.

- Racist Bullying

This refers to a range of hurtful behaviour, both physical and psychological, that make the person feel unwelcome marginalised and excluded, powerless or worthless because of their colour, ethnicity culture, faith community, national origin or national status.

- Homophobic Bullying

This occurs when bullying is motivated by a prejudice against lesbian, gay, bisexual or transsexual people.

- Emotional Bullying

Being unfriendly, excluding and tormenting others.

- Physical

Hitting, kicking, pushing, taking another's belongings, any use of violence.

- Sexual

Explicit sexual remarks, display of sexual material, sexual gestures, unwanted physical attention, comments about sexual reputation or performance, or inappropriate touching





Vulnerable Groups

- We recognise that some groups of pupils may be more vulnerable to bullying, including:
 - Looked After Children
 - Children having caring responsibilities
 - Gypsy, Roma and Traveller children
 - Children with Special Educational Needs or Disabilities (SEND)
 - Children from ethnic minorities
 - Children entitled to Free School Meals
 - Children for whom English is an Additional Language
 - Children who are perceived to be gay, lesbian, bisexual or transsexual
 - Those suffering from health problems, including mental health

Signs of Bullying

Staff should be vigilant in looking out for signs of bullying or other child protection issues including:

Physical: unexplained bruises, scratches, cuts, missing belongings, damaged clothes, or schoolwork, loss of appetite, stomach aches, headaches, bedwetting.

Emotional: losing interest in school, being withdrawn or secretive, unusual shows of temper, refusal to say why unhappy, high level of anxiety, mood swings, tearfulness for no reason, lack of confidence, headaches and stomach aches, signs of depression.

Behavioural: asking to be taken to school, coming home for lunch, taking longer to get home, asking for more money, using different routes to school, 'losing' more items than usual, sudden changes in behaviour and mood, concentration difficulties, truancy.

Bullying Prevention

Preventing and raising awareness of bullying is essential in keeping incidents in our school to a minimum. Through assemblies, as well as PSHE lessons, pupils are





given regular opportunities to discuss what bullying is, as well as incidents we would not describe as bullying, such as two friends falling out, or a one-off

argument. Also, anti bullying day is an annual event/focus which is held to further raise awareness for all pupils and staff at Elm Tree Primary School.

E-safety is an important part of the Curriculum and information for parents is included in newsletters and on the school's website. E-safety workshops are held to raise parents' awareness of cyber-bullying. Pupils are taught to tell an adult in school if they are concerned that someone is being bullied.

Code of Conduct

Our School Code of Conduct is regularly promoted in assemblies and displayed throughout the school in the form of a 'Behaviour Blueprint' on which the 3 main school rules of Ready, Respect and Safe are given exposure and reinforced by staff and pupils . Through pupils following these rules, and staff reinforcing them, bullying should be significantly reduced.

Behaviour Policy

Our Behaviour Policy includes a focus on developing positive behaviours. We reward positive behaviour, challenge inappropriate behaviour and set achievable targets for development. Our School Rules, expectations around behaviour, rewards, sanctions and opportunities for pupil roles and responsibilities are revisited, reviewed at regular intervals and agreed by the SLT.

Responding to Bullying

All cases of alleged bullying should be reported to the Headteacher/Deputy Headteacher and team leaders.





In any case of alleged bullying, either the class teacher, the Headteacher, or a team leader should first establish the facts, and build an accurate picture of events over time, through speaking to the alleged perpetrator(s), victim(s) and adult witnesses, as well as parents and pupil witnesses if necessary and appropriate.

If the allegation of bullying is upheld, the Headteacher (or senior leader) should seek to use a restorative approach with the perpetrator(s) and victim(s) together. The consequences of their actions on the victim(s) should fully explained to the perpetrator(s). Both parties should be clear that a repeat of these behaviours will not be acceptable.

All bullying incidents must be recorded. Parents of both parties should be informed. If the situation does not improve, the Headteacher (or team leader) should meet with the parent(s) of the bullying child (ren) and agree clear expectations and boundaries which would be shared with the pupils involved. Any further incidents should lead to intervention (e.g. through outside agencies), further monitoring, support and education where necessary.

Listening to children

It is important that children are and feel that they are listened to when discussing or disclosing any potential incidents of bullying.

- Listen to the child
- Take them seriously
- Show empathy
- Let the child know it's not their fault
- Avoid stereotypes
- Reassure them they were right to tell you
- Follow our procedures for reporting concerns





Remember

- Bullying can have a huge negative impact on children – in the short and long term
- Be on the lookout for signs of bullying, and be aware of who might be more vulnerable.
- Report any concerns you have.
- Take prejudice-based bullying seriously and listen to children affected by it.

