



This policy is linked to and derived from the overarching curriculum policy. This policy has been reviewed by the SMT to ensure it does not undermine British Values of Democracy, the rule of law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs.

PARK SCHOOL

ANTI-BULLYING POLICY

ACADEMIC YEAR 2020- 2021

Date First Issued: December 2015

Reviewed November 2016/Nov 2017/ November 2018/ November 2019/Nov 2020

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PARK SCHOOL

This policy has been compiled with due regard to the guidance given in 'Preventing and Tackling Bullying –July 2017'

Aims and objectives

1. The principal aim is to reduce to a minimum the occurrence of bullying in the school in all its forms, and to create a non-threatening environment for pupils based on mutual respect and concern for the welfare of each other.
2. To create awareness in the minds of all pupils and staff of what bullying is and the impact it can have on a pupil.
3. The strategies in place in school, which help everyone to cope with and resolve any problem associated with bullying.
4. To establish a structure of support for all parties involved in the incidents of bullying, i.e. bullies, bullied, and staff.
5. To emphasise:
 - The unacceptable nature of bullying
 - The notion that extreme cases of bullying would expect to be dealt with seriously
6. To establish confidence in pupils in that pupils are able to share the problem with a member of staff. And to be assured this would not create an even more serious situation, but lead to a resolution of the problem.

Strategies

These fall into four main categories:

1. Raising the profile/recognition.
2. Establishing coping strategies.
3. Creating a secure environment.
4. Dealing with incidents/responses.

1: Raising the profile

All staff should be vigilant in their observations of pupil behaviours and to recognise and take appropriate action where incidents of bullying occur, remembering to record incidents and responses to bullying.

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Bullying is described as deliberately hurtful behaviour that is repeated over a period of time, making it difficult for the person concerned to defend themselves.

Anti-Bullying Code will be discussed with all pupils at the start of the school year, during Tutor sessions

(Appendix 1 Respect)

The subject of bullying should be raised in subject teaching (for example PSHE, English, Citizenship and R.E.) to identify to pupils the school's understanding of what is meant by bullying. They might include:

- name-calling
- excluding one person from a group
- ceasing to talk to someone
- 'hiding' property
- physical abuse
- isolation
- ridicule
- unwanted conduct of a sexual nature, or other conduct based on sex affecting the dignity of boys and girls at the school.
- unwanted conduct or displayed attitudes based on race, religion or gender
- Indirect action such as spreading unpleasant stories about someone.

The school will work hard to ensure that all pupils know the difference between bullying and simply 'falling out'.

All staff in School are to ensure that the pupils are educated about the potential dangers and effects of Cyberbullying. All pupils will be involved in Anti-bullying week (November 13th-16th 2020), where they will learn more about the impact of bullying in tutorials/assemblies/workshops, including those led by the local Community Support Police Officer. This will continue throughout the year, working with a class group and on an individually basis.

2; Establishing coping strategies

- The reluctance of pupils to bring the problem into the open is understandable; nevertheless they should be encouraged to report all instances of bullying. All staff need to aware of all communication, including facial expressions and body language.
- Appropriate action such as walking away, not retaliating and, in particular, talking to staff about the problem, should be introduced into any discussions with pupils on the subject of bullying. This may be with a staff member they

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have built a positive relationship with and have become their trusted adult. (Secure base).

- Victims may be given the opportunity to take a piece of work to show to staff to discuss any difficulties. With a trusted adult.

3; Creating a secure environment

- Staff involved in any reported incidences of bullying should respond with due concern, to reflect the school's policy surrounding bullying.
- In order to give pupils security and to feel safe within the school environment, pupils should always feel that they are listened to and to reassure them that concerns will be dealt with swiftly, positively and in a timely manner.
- Pupils should be encouraged at all times to find any member of staff with whom they can share their concerns. This may be with a staff member they have built a positive relationship with and has become their trusted adult. (Secure base).

Support

To help the school eliminate bullying:

- Staff need to clearly record and report incidents of bullying and the responses that are given. To understand the whole picture.
- Anti-bullying material is regularly used as a teaching resource.
- Strategies are taught to help pupils deal with bullies. Some PSHE lessons are used for this purpose
- All pupils will be involved in Anti-bullying week (November 13th-6th 2020), where they will learn more about the impact of bullying in tutorials/assemblies/workshops, including those led by the local Community Support Police Officer. This will continue throughout the year, working with a class group and on an individually basis.
- To help the victims of bullying, understand their IWM (Internal Working Model) of what's happened
- Behaviour of concern that are displayed through bullying may be is a cry for help whether it is low self-esteem, need to impress or responding to issues in their lives. Staff need to look past the behaviour of concerns and have an understanding of what is going on for them? (IWM). By working proactively staff can help find strategies to help them to meet their needs in a positive way.



Dealing with incident

- All reported incidents of bullying will be taken seriously by staff. Staff need to clearly record and report incidents of bullying and the responses that are given. This helps to understand the whole picture.
- Any responses taken will depend on the frequency or severity of the incidence of bullying.

Responses to support the pupil involved in bullying incidents

To help the school eliminate bullying, there will be a response to bullies who:

- physically attack other pupils to hurt them
- mentally torment other pupils
- make racial or sexual comments
- deprive other pupils of their property

The following actions may be taken dependent upon the particular incident

- meeting with Head Teacher/ Deputy Head Teacher
- attend a bullying workshop
- put on report card to lessen the likelihood of bullying being repeated
- working away from their class group for an agreed period of time

Responses to support the “bully” to recognise their behaviours and change the bullying behaviours

Building their self-resilience by;

Being supported to set themselves personal goals

Plan goals which help to boost self-esteem and confidence.

Invest time to help build their self-esteem to help build resilience against any forms of adversity

Supporting individuals to understand themselves

Encourage a “Can do attitude” to help individuals believe in themselves and their abilities

Help them develop positive friendships

To help them understand what a friend is.

To embrace change

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Learn to problem solve
These are essential skills for all areas of life

Pupils who bully must expect:

- their homes/ carers/parents to be informed
- to be responded to, in an appropriate manner
- Staff need to look past the behaviour of concerns and have an understanding of what is going on for them? (IWM). By working proactively staff can help find strategies to help them to meet their needs in a positive way.

Pupils who are being bullied must expect:

- their homes/ carers/parents to be informed to support and understand their emotions
- to be supported an appropriate manner
- given time to process how being bullied made them feel, to be provided with suggestions for coping strategies to help build their **self-resilience**



Appendix 1

PARK SCHOOL'S ANTI-BULLYING CODE -

RESPECT

- Every pupil has the right to enjoy his/her learning and free time without fear of intimidation
- The aim of the school includes mutual respect and understanding, which means that we will not tolerate any unkind actions or remarks even if they were not intended to hurt
- Any action, comment or behaviour which hurts, threatens or frightens will be defined as bullying
- All members of the school should support each other by reporting all instances of bullying
- Bullying will be dealt with as a serious issue
- Park school is a 'telling' school – bullying is too important not to report.

What is bullying?

- Calling people names
- Upsetting others with 'dirty looks'
- Making rude comments about another person's appearance or belongings or family
- Threatening people by what you say
- Physically hurting someone

What should a pupil do/not do if I know someone is being bullied?

- Do not join in
- Do not try to challenge the bully yourself
- Tell the teacher

What should a pupil do/not do if you are being bullied?

- Do not tackle the bully yourself
- Let the teacher know immediately
- Talk to someone you trust

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Remember

- Gossiping and spreading rumours can be hurtful
- Don't contribute towards making someone unhappy
- We are a 'telling' school

TO IGNORE BULLYING IS TO CONDONE IT

LINKED POLICIES

▪ Behaviour and Discipline Policy	▪ Safeguarding and Child Protection
▪ E-Safety Policy	▪ Equal Opportunities Policy
	▪ Subject Policies

This policy will be reviewed annually

Head Teacher:	Joy Price Bish	Date:	November 2020
Behaviour Support Team	KMc/BPR/IC	Date:	November 2020

Date	Review Date	Head Teacher
Nov 2016	Nov 2021	Joy Price-Bish
Nov 2017		
Nov 2018		
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