

Anti-Bullying Policy

At Pudsey Bolton Royd, we define bullying as: behaviour, which can affect people at some stage in their life and which can happen anywhere and varies in form and extent, which is deliberately hurtful, repeated over time and where it is difficult for those being bullied, to defend themselves.

Statement:

Bullying, if not dealt with, can ruin a child's life chances. In our school, bullying is not tolerated in any form. Verbal or physical attacks, name-calling or isolating children from groups are all treated with the utmost seriousness and we acknowledge that some forms of bullying are unlawful. If this kind of behaviour persists a person will find it hard to concentrate on his/her work and to maintain good relationships. We believe that everyone has a right to feel secure and comfortable at school and promote a clear understanding of how adults and children treat each other to help achieve this. When bullying occurs it is dealt with immediately. Children are encouraged to talk confidently to any member of staff in school if they believe they are being bullied.

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 (age, gender, race, sexual orientation, disability, religion) and those who do not share it
- Foster good relations between people who share a protected characteristic and people who do not share it

Aims:

- To promote the safety and happiness of all pupils and adults within and around the school.
- To create a safe learning environment, conducive to educational and emotional progress, supported by displays and other materials.
- To enable every child to secure their personal development.
- To promote our policy of anti-bullying at Pudsey Bolton Royd we will deliver a structured whole curriculum framework for dealing with Social, Emotional and Behavioural skills through our PSHE, Circle Time lessons and the use of SEAL resources.
- To clarify procedures, language and agreed strategies for dealing with and recording of incidents.
- To ensure provision for staff training in agreed anti-bullying procedures, as part of the school's continuous professional development and policy review programme.
- To communicate effectively with parents/carers in order to share our school-wide aims; this includes contribution to policy.

- To form part of the whole school ethos on behaviour management incorporating Equal Opportunities, Positive Behaviour, Every Child Matters and Procedures for the Safeguarding and Protection of Children.

Types of bullying:

Staff, parents and children all agree that at Pudsey Bolton Royd we have zero tolerance of bullying and examples are given below of physical and non-physical bullying:

Physical

- Hitting, punching, jostling, pushing, tripping up, spitting or sexual abuse.
- Frightening others by threatening these actions against them.
- Hiding, damaging or destroying the property of others.

Non-physical

- Name calling, putting others down or isolating from friendship groups.
- Using offensive names, making suggestive comments or other forms of sexual harassment.
- Using abusive language, including gestures to others.
- Making degrading comments about another's race, culture, gender, religious or social background.
- Ridiculing a person or making derogatory comments about his or her body, face or clothing; writing crude notes or drawings about others.
- Writing derogatory graffiti about others.
- Spreading rumours about people or their families or inciting supportive behaviour in others.
- Belittling another person's abilities or achievements.
- Electronic forms such as e mails and text messages.

Online bullying

The development of, and widespread access to, technology has provided a new way for virtual bullying which can occur in and outside school. Online bullying is a different form of bullying which can happen beyond the school day into home and private space, with a potentially bigger audience as people can forward content. Online bullying includes (but is not limited to) texting, email, instant messaging, voice and messaging through gaming consoles and apps such as Snapchat.

Homophobic bullying

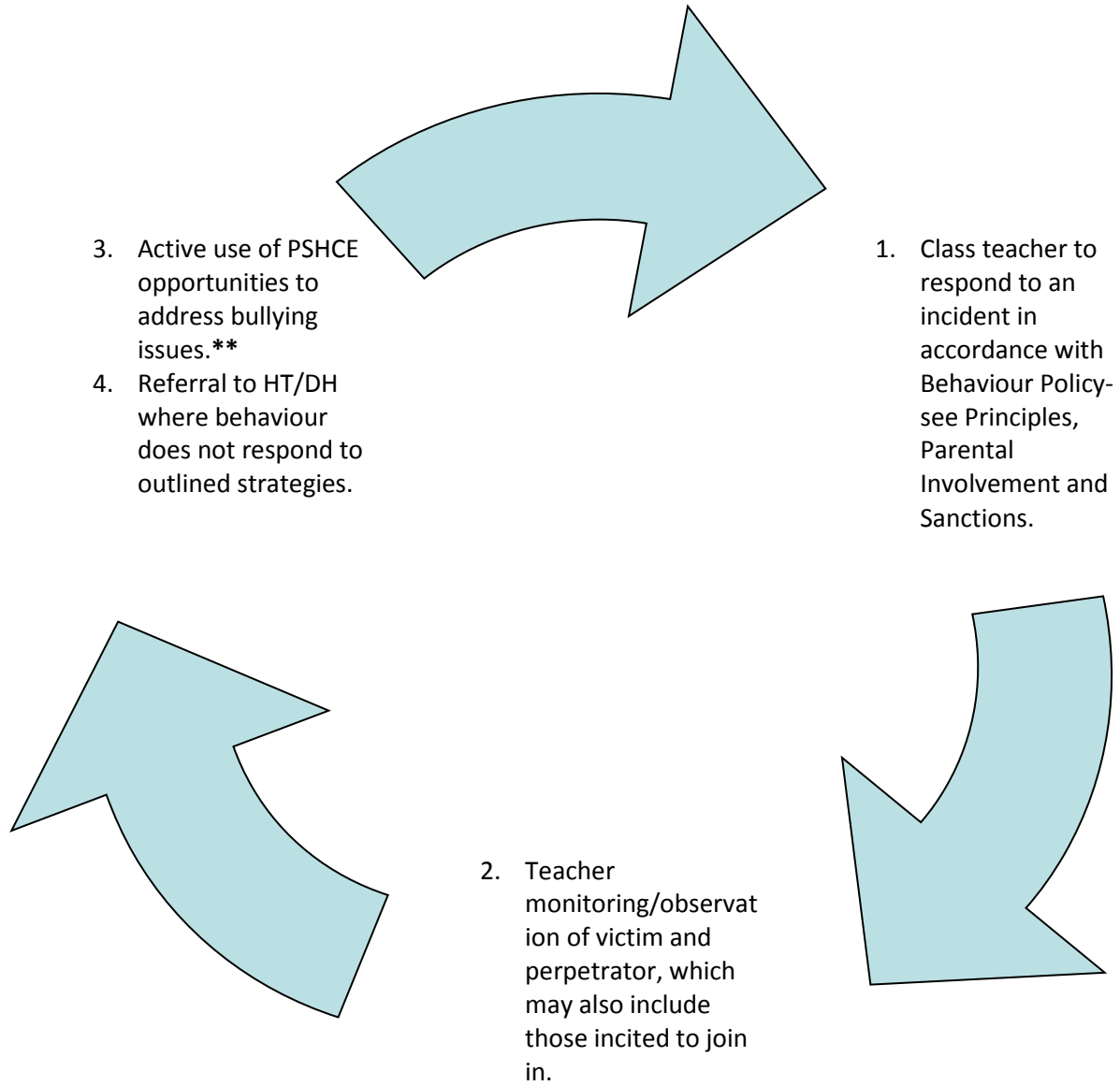
Homophobic bullying is when people behave or speak in a way which makes someone feel bullied because of their actual or perceived sexuality. People may be a target of this type of bullying due to their appearance, behaviour, physical traits or because they have friends or family who are lesbian, gay, bisexual, transgender, or questioning or possibly just because they are seen as being different.

Procedures:

- Treat all reports of bullying in a sensitive manner.
- Mediate fairly in disputes, giving all parties an opportunity to express their views (this may include on-lookers.)
- In discussions with the bully, confront them with the details and make clear statements that you expect them to tell the truth about the concern and that at Pudsey Bolton Royd, bullying is not acceptable in any form.
- Refer where appropriate, concerns to the Head or Deputy, particularly where parents are to be notified.
- Head or Deputy to record incident as appropriate and refer to SENDCO and/or Learning Mentor who will be responsible for feedback.
- Make full use of resources/initiatives in and around school to encourage more positive playtimes.
- Any racist and homophobic incidents are recorded by members of staff and referred to the head teacher. Details of Racist incidents are collated, shared with Governors and the local authority via HIRS electronic form (Hate Incident Reporting)

Strategies for dealing with incidents prior to intervention by the Headteacher or Deputy Headteacher.

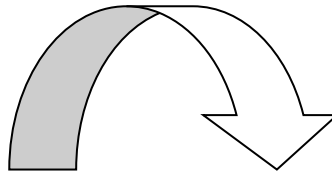
- **Please also refer to Aims and Procedures.**



**** See Resources to support.**

Strategies for dealing with incidents once Headteacher/Deputy Headteacher intervention has been agreed.

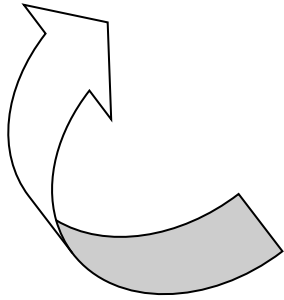
1. Parental involvement to identify and agree a course of action to resolve problems.



2. Referral to Senco and/or Learning Mentor for counselling.

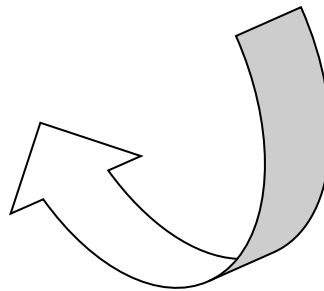
3. Monitor situation to ensure action resolves problem.

4. Feedback to all parties.



5. If behaviour persists, exclusion may be considered.

6. Exclusion from school can only be authorised by the Headteacher.



Resources to support:

SEAL resources.

Circle Time materials.

PSHE curriculum and resources.

Internet sites:

Anti-bullying Alliance	https://www.anti-bullyingalliance.org.uk/	
Anti-bullying Network	www.antibullying.net	Suitable for KS1/2 teachers and KS2 pupils.
Bullying Online	www.bullying.co.uk	Suitable for KS1/2 teachers and KS2 pupils.
Circle Time	www.circle-time.co.uk	Suitable for KS1/2 teachers.
DfE	https://www.gov.uk/government/publications/preventing-and-tackling-bullying	
Kidscape	www.kidscape.org.uk	Suitable for all stages, parents and carers.
NSPCC	www.nspcc.org.uk	

Bullying at Work:

Where incidents of bullying occur between adults at work, please refer to **Leeds City Council Bullying at Work/Acceptable Standards of Behaviour**

Prepared by: Family Support Manager

Agreed by Governors:

Review: January 2019 (or earlier if required)