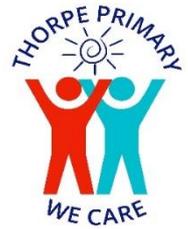


Thorpe Primary School



Anti-Bullying Policy

At Thorpe Primary School, everyone has the right to feel welcome, secure and happy. Bullying of any kind is unacceptable at our school and will not be tolerated.

Our Aim

We seek to ensure that our children feel safe all of the time and the aim of this anti-bullying policy is to ensure that all children can learn and achieve in a caring and safe environment without fear of being bullied. This policy will give clear guidelines to children, parents and staff at the school about how to detect bullying, and the actions that should be taken to deal with bullying issues effectively.

Stonewall

Stonewall works with schools to celebrate difference and tackle homophobic, transphobic and biphobic bullying and create inclusive and accepting environments. Our PSHE leader is Stonewall trained and has trained all staff. We have developed a school script so that any instances of such bullying is dealt with quickly and consistently. A copy of this can be found in Appendix 1.

Definitions of Bullying

Bullying is unacceptable behaviour which results in somebody feeling hurt, threatened or frightened. Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves.

We believe that there are a number of types of bullying:

Emotional: excluding from a group, tormenting, ridiculing, humiliating

Physical: hitting, punching, pinching, kicking or taking someone's belongings.

Verbal: name-calling, spreading rumours, making fun of someone

Cyber: social media sites, setting up hate websites, offensive e-mails and texts

Racist: racial taunts, gestures, making fun of someone's culture or religion

Sexual: unwanted physical contact, sexually abusive or sexist comments

Homophobic/Transphobic/Biphobic: because of, or focussing on the issue of sexuality/gender identity

The school works hard to ensure that all children know the difference between bullying and simply "falling out" and draws a distinction between bullying and the types of behaviour that children can exhibit in school as a normal part of growing up.

Some incidents of name-calling or squabbles between groups of children can be resolved quickly by the intervention of an adult, for example during a normal playground duty. Such incidents are never ignored but no further action may be taken as the incidences can be dealt with within the school's behaviour policy.

Anti-bullying messages are re-enforced through PSHCE lessons, and activities undertaken during anti-bullying week.

The role of Governors:

- The Governing Body supports the Headteacher in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the Governing Body does not allow bullying to take place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.
- The Governing Body monitors the incidents of bullying that occur, and reviews the effectiveness of the school policy regularly. The governors require the Headteacher to keep accurate records of incidents of bullying and to report to the governors on the effectiveness of school anti-bullying strategies.

The role of the Headteacher:

- It is the responsibility of the Headteacher to implement the school's anti-bullying strategy and to ensure that all staff (teaching and non-teaching), children and parents are aware of the school policy and know how to deal with incidents of bullying.
- The headteacher ensures that all staff receive sufficient training to be equipped to deal with incidents of bullying.
- The headteacher will report termly to the Governing Body about any bullying incidents.
- Incidents of bullying will need to be recorded by teaching staff in the anti-bullying log located in the Head's Office.
- If bullying continues, parents will be invited into school for a meeting.

The role of staff:

- All staff take all forms of bullying seriously.
- They ensure that children are able to identify bullying and know that it is wrong.
- To report incidents of bullying to a member of the SLT team.
- To report any cases of racist or homophobic bullying to the Headteacher

The role of children:

- Consider everyone's feelings and think about how they would feel if they were bullied
- Be aware that they don't have to be everyone's friend but they need to be respectful of everyone
- Try to settle any differences with other children in a non-threatening way and perhaps with the help of an adult
- If they see anyone being bullied, report it to an adult as soon as possible
- Be supportive and caring to any friends who may have been bullied

If a child feels they are being bullied there are encouraged to: (not hierarchical):

- Tell a friend
- Tell a School Council representative
- Tell any adult at school that they feel they trust
- Tell a parent or adult at home that they trust
- Discuss it as part of class circle /PSHCE time
- Ring Childline and follow the advice given (0800 1111)

The role of Parents:

- Support the school's Behaviour and Anti-Bullying policies
- Contact their child's class teacher straight away if they suspect their child might be being bullied or, suspect that their child may be a perpetrator of bullying.

Monitoring and Evaluating

This Anti-Bullying policy will be promoted and implemented throughout the school. Staff and governors will review this policy every two years.

The Headteacher will monitor any incidents of bullying and report to the full Governing Body.

This policy is part of our commitment to safeguarding children. It should be read in conjunction with the following policies which also promote safeguarding:

Behaviour policy

E-Safety policy

Safeguarding policy

Bullying amongst adults is also unacceptable. If a member of staff feels that they are a victim of bullying, they should discuss their concerns with a colleague, a member of the SLT or the Headteacher. If either of these are inappropriate, then the member of staff should report to the Chair of Governors.

Policy adopted by the Governing Body on 19th March 2019

Policy to be reviewed March 2021

Appendix 1

THORPE PRIMARY SCHOOLS SCRIPT FOR RESPONSES TO HOMOPHOBIC, BIPHOBIC OR TRANSPHOBIC LANGUAGE

Establish understanding

Do you know what that word means?

What did you mean by that?

Explain meaning

Use child friendly explanation

Use empathy

How do you think you would feel if someone called you names like that?

That is a really hurtful thing to say.

Challenge directly

You know that/those word/words is/are absolutely unacceptable.

Link to school ethos and policy

In this school we don't use language like that: we care.

We allow everyone to be themselves at this school.

We don't pick on people because we are all different.