Two Gates Community Primary School

RRS – Article 19 – governments must do all they can to ensure that children are protected from all forms of violence, abuse, neglect and mistreatment by their parents or anyone else who looks after them.

Introduction

At Two Gates Primary School, we are aware that pupils and staff 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 and staff.

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 Two Gates Primary School, we are committed to safeguarding and promoting the welfare of pupils and expect all stakeholders to share this commitment. Under the Children Act 1989 a bullying incident should be addressed as a safeguarding 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 DSL.

This policy is closely linked with our:
➢ Behaviour Policy
➢ Safeguarding Policy
➢ Staff behaviour and Conduct Code
➢ the school's Vision, Aims and Values
➢ Whistleblowing Policy & Safeguarding Whistleblowing Policy
➢ Peer on Peer Abuse Policy
➢ Prevent training and policy.
➢ On-line safety policy
➢ Acceptable use policy

Any complaints are dealt with through the complaints policy which is displayed on the school website.

All stakeholders are invited to answer questions about bullying through questionnaires. These are shared with all stakeholders through the newsletter and school website.

It is important to understand that the majority of unacceptable behaviour amongst children in school will not be bullying; as a normal part of learning to socialise and interact with others, children will inevitably have disagreements and fall out from time to

time; children may also be unkind to each other from time to time; such incidents should not be immediately regarded as bullying.

What is Bullying?

Bullying is unwanted, aggressive behaviour that involves a real or perceived power imbalance. It is a conscious and wilful act carried out by an individual or group to injure, threaten or frighten someone else. **The behaviour is usually repeated, or has the potential to be repeated, over time.**

Some children and adults may be more vulnerable to bullying due to their personal circumstances. These may include any of the nine protected characteristics in the Equality Act 2010: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation. Other vulnerabilities can be appearance, health conditions, home circumstances, poverty, SEN, being Young Carers.

All staff have relevant training around vulnerable groups and bullying through planned and revisited whole school and individual CPD and reviewing policies. Regular INSET days, briefings and updates from the schools Leaders and Learning Climate Team take place. We ensure disciplinary procedures are fair and consistent for all vulnerable groups.

Bullying may be direct or indirect.

 Direct Bullying:

- Verbal bullying
- physically hurting or threatening to do so
- bullying related to the nine protected characteristics in the Equality Act 2010 (see above)
- bullying related to any other vulnerable groups (see above)

Indirect Bullying:

- isolating someone or deliberately leaving them out of social groups
- spreading malicious rumours
- taking, hiding or destroying someone's possessions
- cyberbullying

Cyber-bullying is an aggressive, intentional act carried out by a group or individual using electronic forms of contact repeatedly over time against a victim who cannot easily defend himself/herself.

By cyber-bullying, we mean bullying by electronic media:

- *Bullying by texts or messages or calls on mobile phones*
- *The use of mobile phone cameras to cause distress, fear or humiliation;*

- *posting threatening, abusive, defamatory or humiliating material on websites/social networks.*
- *Using e-mail to message others;*
- *hijacking/cloning e-mail accounts*
- *making threatening, abusive, defamatory or humiliating remarks on social networks*
  All cyberbullying incidents are dealt with through our safeguarding and e-safety policy.

Patterns of Bullying

Although both boys and girls bully each other, it is more usual for individual boys or groups of several boys to be bullies. Girls who bully are more usually in a group rather than on their own, and often use indirect bullying. *This may be more difficult to detect.*

Typically a bully tends to lack self-control, empathy and guilt.

Children who are bullied are often 'different'. They may have low esteem and be nervous and anxious. Such children may exhibit 'entertaining' reactions when bullied.

'Our aim at Two Gates School is to prevent bullying'.

Strategies we use to prevent bullying

Themes such as friendship, conflict, power and trust are used as a basis for assemblies and are explored deeper through our PSHE curriculum and circle times.

Praise and rewards are given for co-operative and kind behaviours.

Supervision during playtimes involves moving around the school grounds, anticipating potential difficulties and communicating with children.

Children are encouraged to speak out about incidents of bullying and inform an adult as soon as possible.

Parents are encouraged to communicate any incidents of bullying in school.
These may have been reported to them by a child, but may be unknown to adults in school.

The importance of feeling a sense of belonging to our school and taking responsibility for caring for each other is emphasised.

Dealing with incidents of bullying

Incidents of bullying are taken seriously and dealt with without delay, as with other unacceptable forms of behaviour, in accordance with our behaviour policy and referral procedures.

A bullying log is used to record serious incidents in line with our behaviour policy and complaints procedure (Appendix 1) These will be stored by class teachers in the red file.

Bullying incidents must be reported to a senior member of staff; a senior member of staff should always be involved in supporting the investigation and management of incidents of bullying. Staff must remain calm and be in control of the situation. An emotional reaction may add to the bully's perceived sense of power and give them more control.

The incident should be discussed and fully investigated with both the bully and the victim (separately).

If punishment is necessary the reasons for this are explained. Punishment does not take the form of bullying the bully; strategies used for punishment should be in accordance with the sanctions outlined in the school behaviour policy and the bully should be encouraged to empathise with the victim throughout.

We value the support of parents when issues regarding bullying arise. A consistent approach by home and school is essential to ensure we minimise bullying and deal swiftly and effectively with any occurrences.

We will comfort and reassure a child who has been bullied, without making him/her feel foolish or inadequate. Strategies to support them will be put in place so that they feel assured that they will be safe and have a trusted adult they can go to at any time.

Other related policies are:

PSHE
Mobile phone
School Security Daily Routines

Love children, love learning!