



Dussindale Primary School

Feeling Safe and Happy at School

(Child-Friendly Anti-Bullying Policy)

All members of staff are required to familiarise themselves with this policy as part of their induction programme.

At Dussindale Primary School, we will:

- use our school Successful Learner Web to teach children to be compassionate, resilient, ethical and to become critical thinkers;
- support children to recognise their emotions and learn strategies for dealing with negative emotions, so they do not cause harm to themselves or others;
- ask children and parents to work with the school and to sign a home/school agreement and an acceptable use of technology agreement;
- be vigilant and record where there are recurring incidents between peers, which may highlight a pattern, which indicates bullying behaviours;
- take part in the All Together Anti-bullying project, and through our SMSC curriculum promote a community of tolerance and respect, through celebrating diversity;
- make sure that children know what to do if they are being bullied and make them feel safe;
- always listen and try to find out the truth;
- help bullies to be happy and to learn the value of true friendship;
- promote Childline number (0800 1111) as another source of support for children in order to keep themselves safe;
- absolutely not tolerate bullying!

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Feeling safe and happy at school

Our school is a place where every person has the right to be themselves, to be included and to learn in a safe and happy environment. Everyone at our school is equal and is entitled to be treated with respect and kindness.

At Dussindale Primary School, we want to make sure that you feel looked after, safe and happy when you are in and out of school.

Sometimes we don't know if something bad is happening, so you need to tell us.

This policy looks at bullying, and what you can do when you feel you are being bullied, or when you notice someone else being bullied.

We can help you by:

- Helping you to know what bullying is.
- Teaching you what to do if you feel like you are being bullied, or if someone else is being bullied in or outside of school.
- Telling you names of grown-ups that you can speak to.



Signed by:

_____ Headteacher Date: _____

_____ Chair of governors Date: _____



What is bullying?

A bully is someone who **hurts** another person **more than once**, by deliberately using behaviour which is meant to **scare, hurt** or **upset** that person **repeatedly**.

At our school, we use the word '**STOP**' to identify bullying:

Several
Times
On
Purpose

It is important to remember that **single problems** and **falling out with friends** are **not** bullying.

Bullying is behaviour which is **repeated** on purpose and is meant to **upset** someone.



Types of bullying

Bullying can be different things, and isn't just hitting or kicking another person. Here are some examples of bullying:

Emotional bullying is deliberately hurting someone's feelings, leaving them out, bossing them about or damaging their property.

Physical bullying involves physical harm e.g. hitting; or physically intimidating someone; or using inappropriate or unwanted physical contact towards someone.

Verbal bullying such as teasing, name calling, spreading rumours about someone, using derogatory, offensive or threatening language or hand gestures. **People can also use verbal bullying to be racist, homophobic, sexist or disablist**

Racist means bullying someone because of their skin colour, race, religion or what they believe in.

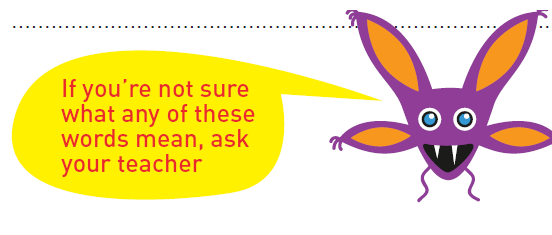
Homophobic means bullying someone because of their gender identity or for being gay; this includes the use of homophobic language.

Sexist means bullying someone because of their gender (whether they are a boy or a girl); this includes using language to mean that something or someone is less worthy because of their gender.

Disablist means discriminating or being prejudiced against people who are disabled or have a SEN (Special Educational Need).

Cyber bullying means using text, email or other social media to write or say hurtful things about someone.

Bullying can be done through **another person**, by one person asking another person to say nasty things.



Why does bullying happen?

Bullies can be older or younger than you, bigger or smaller than you. Bullies pick on people who may be different in some way and try to make them feel bad about themselves.



We think bullying is wrong.

What we think about bullies:

- Nobody really wants to be friends with a bully.
- People are nice to bullies because they are scared of them, not because they like them.
- Bullies need to know how much more fun life can be when you have really good friendships with other children.



If someone is being hurtful or unkind to you several times on purpose, for whatever reason, whether it is about you or your family or friends, that is bullying. No one should be picked on for being different in anyway, for how they act, what they look like or who their family are.



How can I prevent bullying from happening?

We can all help stop bullying from happening in/out of school by:

- Following the school code and being kind, friendly and respectful to others.
- Thinking about people's **feelings** before we say or do something.

All children and adults in the school community are encouraged to **THINK**

Before you speak:

THINK

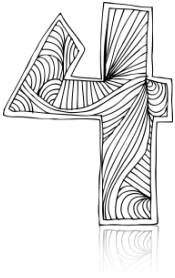
T = Is it True?

H = Is it Helpful?

I = Is it Inspiring?

N = Is it Necessary?

K = Is it Kind?



What should I do if I am being bullied?

If you are being bullied remember that it is never your fault.

If you are being bullied, the first thing you should do is tell the bully to **stop**. Sometimes bullies are actually cowards, and stop when they find out that you can stand up for yourself.

You can also:

- Make eye contact and tell the bully to leave you alone.
- Ignore the bully, walk away and find someone to tell.
- Tell a friend at school and ask them to help by helping you to tell a teacher. Sometimes we feel more confident talking to an adult when we have a friend with us.
- Tell a grown-up at school.

Children often think that telling a teacher will make things worse, but teachers are very good at sorting out problems without that happening.

- Tell your parents/carers.

Adults at home can often help, either by giving advice or by talking to your teacher for you.

- You can also call ChildLine at any time for free on 0800 1111.

Bullies don't like other people to know what they are doing!

You should try not to:

- Do what the bully says.
- Let what the bully says or does **upset** you.
- retaliate or hit them.



Always remember that if you are being bullied, it is **not your fault** and you are **never alone**.

You shouldn't be scared to **talk to someone** if you are being bullied. If you talk to a grown-up, we can **make the bullying stop**.



What should I do if I see someone else being bullied?

If you see someone else being bullied, it is important that you **help** that person. You should **never feel scared** to tell someone about bullying.

Don't be a 'bystander'. You should **never walk away** and **ignore** the bullying if you see someone else being bullied, because the bully will keep on upsetting that person.

If you can, and it is **safe**, tell the bully to **stop**, but **never** get angry, retaliate or hit them.

Tell a grown-up, such as a teacher, as soon as you've seen someone being bullied. Grown-ups can **stop the bullying** and make that person feel **happy** again.



Who can I talk to?

It is important that you tell someone as soon as you are being bullied, or you notice someone else being bullied.



Speaking to someone like your **parent, carer or teacher** will mean that we can make sure the **bullying stops** and doesn't happen again.

The list below shows the **grown-ups** who are on the Leadership team at our school that you can speak to:

Mrs Norgate, Mrs Bailey, Mr Barber, Miss Dorling

However, **all adults** who work at Dussindale Primary School take allegations of bullying seriously, so you can speak to any of them and they will make sure that the school leaders know what you have told them.

What teachers/staff should do:

- Talk to all the children involved, and any witnesses, to try to find out the truth.
- Talk to the bully/bullies and try to make them see why their behaviour is wrong.

- If bullying continues, talk to the bully's parents and make sure that they help us to help the bully to stop.
- Make sure that the bullying stops and that the bullied child feels safe by:
 - keeping an eye on all the children involved at playtimes, lesson times and when moving about the school;
 - teaching children that it is important to tell the truth.
 - keep clear logs of incidents, discussions and outcomes

Remember:



Appendix A: Further information for adults

This 'child friendly policy' **should be read** in conjunction with our school safeguarding policy, as peer on peer abuse is considered a safeguarding issue. This policy also has due regard to guidance, including, but not limited to, the following: DfE (2017) 'Preventing and tackling bullying'; DfE (2016) 'Keeping children safe in education'

As part of our safeguarding procedures the school may have to escalate a bullying incident to the police or children's services; for example if it is suspected that a case could be criminal or that it poses a serious threat to a member of the public.

This policy should also be read in conjunction with the school's Behaviour Policy and the full Anti-bullying policy. Staff, pupils and parents will be regularly educated about cyber bullying and the importance of staying safe online, in accordance with the school's [E-safety Policy](#).

Dealing with bullying incidents:

- All incidents of bullying, including any concerns, will be recorded and kept by the [headteacher and Designated Safeguarding Lead](#).
- The [headteacher/DSL \(or in their absence a member of SLT\)](#) will arrange a discussion with the victimised pupil in order to gain knowledge about the situation, and will use this to inform a discussion with the pupil who has been accused of bullying. Pupils who have been bullied should feel they are safe to report and discuss bullying with staff, even if it has occurred outside of school or on the internet. Staff are aware the victim may have reservations about coming forward for fear of losing popularity or further bullying.
- The [headteacher/DSL \(or in their absence a member of SLT\)](#) will discuss the incident with any witnesses and will gain evidence of the bullying incident.
- The [headteacher/DSL \(or in their absence a member of SLT\)](#) will take into account the nature of the bullying incident and the way in which it has been conducted, when deciding on the appropriate action. They will ensure that the perpetrator knows what they have done is wrong and that they are clear on how their actions have had negative impacts on another person. They will assess the severity of the bullying in deciding what course of action to take, and ensure, whilst treating each case individually, that they are fair and consistent in the action they take. On occasion, the problem can be resolved through mediation between the bully and the victim whereby grievances are talked out.
- The [headteacher/DSL \(or in their absence a member of SLT\)](#) will discuss the support available with the victim and, therefore, their feelings and requests are paramount to the support provided. The support available includes:
 - Emotional support and reassurance from the inclusion team and/or other agencies as appropriate;
 - reassurance that it was right to report the incident and that appropriate action will be taken;
 - liaison with the pupils' parents to ensure a continuous dialogue of support;

The school recognises that in many cases, the individual(s) engaged in bullying may require as much help as those who are victims. Many factors have to be considered, particularly the home life and family structure/dynamic of a pupil that is acting aggressively or bullying in some form. Children who are bullied are twice as likely to bully others and some bullies may act out as a response to some vulnerability or personal insecurity. Seeing the whole picture and speaking to all parties involved thoroughly, including the staff (who know them best) or the pupil's parents will help the school decide the best course of action. **The Department of Education recognises:** *The School staff, headteacher and governors are best placed to decide how best to respond to the particular issues that affect their pupils. There is no single solution to bullying which will suit all schools. [p10]*