

Pembroke Primary School



Anti-Bullying Policy 2023

Mission Statement

Pembroke Primary School is committed to ensuring that all pupils are provided with a friendly and safe environment, so that they can learn in a happy and secure atmosphere which we consider the basic entitlement for all within our school community. We are passionate that all members of our school community have the right to work and learn in an environment where they feel safe, supported and free from fear. If bullying does occur or is suspected, it is important that it is reported straight away so that incidents can be dealt with promptly and effectively.

Aims of Policy

- To make sure that pupils clearly understand what is meant by ‘bullying’,
- To enable pupils to understand that bullying is not acceptable and will not be tolerated,
- To support and protect victims of bullying and ensure they are listened to,
- To encourage children to tell their teacher, friend, Pupil Voice or School Council member and parents straight away,
- To promote a non-aggressive ethos in the school,
- To encourage positive parental involvement in helping to eliminate bullying,
- To have clear procedures for reporting bullying.

Super Ambassadors contribution to this policy in relation to the Rights of The Child

Article 2, All children have these rights no matter what, All children should be treated equally.

Article 3, Adults should always do what's best for you.

Article 12, You have the right to be listened to and taken seriously.

Article 34, No one should touch you in ways that make you feel uncomfortable, unsafe or sad.

Definition of Bullying

There is no legal definition of bullying. Within our school, bullying is defined as:

“Behaviour by an individual or group, usually repeated over time, that intentionally hurts others either physically or emotionally.”

Bullying behaviour usually includes the following features:

- Bullying involves an abuse of power
- Bullying involves an intention to hurt
- It is usually repetitive and persistent
- It is intentionally harmful

The school works hard to ensure that all pupils know the difference between bullying and simply ‘falling out’.

Types of Bullying

Bullying can be direct or indirect and includes;

Verbal bullying – peer-on-peer name-calling, taunting, mocking, making offensive comments and teasing

Physical bullying – kicking, hitting, punching, pushing and pinching

Emotional bullying - producing offensive graffiti, excluding people from groups, spreading hurtful and untrue rumours, being forced to do things against own will and taking belongings or money

Cyber bullying – offensive text messaging and emailing and sending degrading images by phone or the internet

Exclusion - deliberately ignoring and refusing to allow someone to join in

Bullying can take place between pupils, between pupils and staff; or between staff; by individuals or groups; face to face, indirectly or using a range of cyberbullying methods. It can happen in isolation or quite often in the presence of others

Interference with possessions - hiding, stealing and destroying belongings

Strategies to reduce Bullying (as agreed with School Council March 2023)

At Pembroke, we have a Whole School Approach to Bullying Prevention and aspire for all members of our school community to feel safe, be supported and be respected.

At Pembroke, we promote the following strategies:

1. The provision of positive role models and our weekly Seren Yr Wythnos assembly
2. Our Pembroke Promise
3. Regular messages in school assemblies, posters, Friendship week, etc
3. Weekly Jigsaw sessions focussing on positive relationships
4. Pupil Leadership Team - Playground Buddies
5. Restorative conversations
6. Ensure that the School's Positive Behaviour and Discipline Management Policy is followed and understood by all

Procedures and actions when investigating a case of suspected bullying

- Make clear that bullying will not be tolerated and that the incident will be investigated
- Deal with the issue promptly
- Deal with the bullying behaviour. Punishment may well be exclusion from the playground as they are unable to respect others' rights
- Provide opportunities for pupils to see the Headteacher or designated staff member to report any issues
- The class teacher/Headteacher will record the incident and the date
- The victim and the aggressor will be seen separately to hear each child's version of events (including any witnesses)
- To discipline and educate the aggressor(s) in an appropriate way. Cases will be different and will require different solutions
- Monitor the situation over weeks/months
- All incidents of discrimination and bullying related to the protected characteristics, e.g. ALN, appearance and personal hygiene will be recorded and reported to the LA.

Sanctions for dealing with perpetrators of bullying

- Removal from the group (in class)
- Family will be informed and involved with discussions
- Loss of playtimes and/or lunchtimes
- Think sheet completed
- Restorative conversation with member of staff
- Internal exclusion from the classroom setting

For the most serious cases and as a last resort:

- Fixed term exclusion from school or in the most extreme cases permanent exclusion

Family guide to bullying behaviours

Whenever a serious case of bullying is uncovered the parents or guardian of both the victim and the bully would be contacted.

If your child is involved in the bullying:

It is important to work with the school to modify the patterns of behaviour which are causing your son/daughter to bully. Do not panic and blame yourself. Acknowledge that these things do happen and the school has mechanisms in place to deal with this issue. It is helpful to recognise some of the reasons why pupils behave in this way from time to time and there is always a reason for this behaviour. Children sometimes bully others because:

They are not aware of how hurtful it is;

They are copying the behaviour of older siblings or people they admire ;

They have a temporary difficulty integrating in their peer group;

They are bullying others because of encouragement from friends;

They are going through a difficult time personally and need help ;

They have not yet learnt satisfactory ways for making firm relationships;

To stop your child from being involved in bullying behaviour:

Talk with your son/daughter and help him or her to understand that what he or she is doing is unacceptable as it makes other pupils unhappy;

Discourage other members of the family from using aggressive behaviour in order to get what they want;

Suggest ways of joining in activities with other pupils without bullying;

Liaise with the school (we will always work together to draw up a plan to support pupils);

Make time to have regular chats about how things are going at school;

Check that your child has identified an adult at school to whom he or she can go to if she or he has a problem or a worry of any kind;

Monitor all cyber use.

Incidents outside of School

A good deal of bullying can take place outside of school, to and from school, school trips or on mobile phones and social networking sites. All pupils are expected to comply with our Pembroke Promise Acceptable Use of ICT Policy.

The school **may take reasonable** steps, at the discretion of the head teacher, to investigate incidents that have a negative impact on the orderly running of the school and/or might pose a threat to another pupil during school time or member of staff.

However, we urge all family members to monitor all cyber usage outside of school and take responsibility for allowing children to access any form of social media.

The Head is responsible for determining whether it is appropriate to notify the police, if misbehaviour could be of a criminal nature, or poses a serious threat to a member of the public, the police are always informed.

The Management of Incidents

All incidents are dealt with in line with the *Behaviour for Learning Policy and the Strategic Equality Policy*. It is important all staff:

- Respond promptly and calmly
- Follow bullying prevention and safeguarding procedures
- Log the incident on EduKey
- Listen to the child or young person without making judgements
- Talk to the child or young person at their pace
- Reassure the child or young person that they have done the right thing by telling someone
- Help all children or young people who have been involved to feel safe again and assure them that the bullying will stop
- Record all information, distinguishing between first and second hand information and observations

Confidentiality

School staff cannot promise absolute confidentiality if approached by a pupil for help. Staff must make this clear to pupils. Child protection procedures must be followed when any disclosures are made. It is very rare for a pupil to request absolute confidentiality. If they do, in situations other than those involving child protection issues, staff must make a careful judgement whether or not a third party needs to be informed.

Pupil Guide

What to do if you are being bullied written by School Council March 2023

- 1) Tell someone you trust**
- 2) Report it to a teacher**
- 3) Think first before you act**
- 4) Be honest and share your feelings**
- 5) Check in with a teacher to make sure it has stopped**

Our Pledge - Remember to treat other respectfully

- Include those being left out
- Refuse to bully others
- Refuse to watch, laugh or join in if someone is being bullied

New staff and pupils

New staff will be made aware of this policy and pupils will be told of the importance of reporting bullying and the procedures in this policy.

This policy was updated by Mrs A Baxter, Mrs J Wakley and School Council March 2023

This policy was presented and accepted by the Governing Body: April 2023

Signed (Chair person)

The staff were made aware of this policy and or updates on 28.3.23