



Great Totham Primary School Anti-Bullying Policy

Great Totham Primary School believes in a whole school approach to promoting healthy emotional well-being and positive behaviour, this includes how we protect our children from bullying and how we deal with bullying incidents. The core principles, as they are in our Behaviour Policy, are:

- Hope not hopelessness
- Compassion instead of blame
- Connection not disconnection

We have adopted these from the Essex Trauma Perceptive Practice approach.

What is Bullying

There is no universally accepted definition of bullying and sometimes there is confusion between what is bullying and what is a friendship fall out or relational conflict between children.

Bullying is:

- An imbalance of power
- Repeated
- An intention to hurt either physically or emotionally

Bullying is not:

- Falling out with friends
- A disagreement
- Somebody not wanting to play with you

Types of Bullying

Bullying can occur in any location or situation including when using technology and social media (this is known as cyberbullying).

Bullying can involve any of the following:

- Name calling and teasing
- Belittling
- Sexist, racist, religious or homophobic comments
- Threats and extortion
- Physical violence
- Deliberate damage to the possessions of others
- Offensive messages
- Sending offensive images
- Taking belongings
- Excluding people from groups
- Spreading hurtful and untruthful rumours

Prevention

Our universal approach to behaviour (see Behaviour Policy) is our key strategy for preventing bullying. The better children understand their own and others' emotions and associated behaviours, the less likely they are to engage in bullying behaviours.

We recognise and accept that bullying will still occur and therefore specific strategies include:

- Life Skills curriculum including debate, role play and circle time
- Computing curriculum for cyberbullying and e-safety
- Assembly themes

- Use of literature as points for discussion
- Workshops e.g. The Two Johns for online safety
- September focus on 'What to do if' and revisit throughout the year
- Posters/information around school (Appendix A for example)
- Anti-Bullying Week – themed each year to help further raise awareness

What can Parents do

It is very upsetting for a parent with concerns about potential bullying. In whatever capacity a child is involved, it is equally distressing, whether the child is displaying bullying behaviours or being affected by them.

Parents know their children best; significant changes in behaviour or not wanting to come to school **could** be signs of bullying. Parents should calmly talk to their child (see Appendix B for additional advice) and any subsequent concerns shared with a trusted staff member at the earliest opportunity.

Any member of staff will listen and help. This may involve seeking advice from a senior colleague so that the concern can be investigated fully.

Parents should remember that not every problem is connected to bullying behaviours and we must be clear about the distinction between bullying and other behaviours. We understand this can be difficult in the moment when a child is upset.

Cyberbullying

Monitoring devices and supervising online gaming are key strategies for keeping children safe at home. If there is a concern relating to cyber bullying, we recommend:

- Save texts/messages
- Take screen shots of anything relevant
- Block offensive/offending accounts

It may also be appropriate for a parent to:

- Contact school for advice
- Report bullying to the platform that is carrying the offending comments
- Report concerns to police or other agencies

If a child is subjected to cyberbullying the recommendation is not to remove their device, as this could be seen as a punishment and if a child suspects this might happen they are less likely to share their concerns.

How we Respond to Bullying Concerns

All concerns regarding potential bullying are taken seriously and will be investigated fully. We want all children to feel safe in school both physically and emotionally.

When a concern is raised by a child, parent or staff member the following actions will be taken:

- Concerns recorded
- Appropriate staff member informed so that they can investigate
- Outcomes will be reported back to the person who raised the concerns
- All records of concern and outcome to be retained in cohort folder and a copy to Deputy Head.

The outcome of any investigation will determine whether bullying has occurred. All other issues will be resolved in line with the school behaviour policy. If bullying has occurred the following actions will be taken:

- Parents of children involved informed and individual meetings arranged
- Agree actions and consequences
- Support reparation to rebuild relationships
- Date of follow-up meeting agreed
- Bullying incident log completed, retained in cohort folder and a copy to Deputy Head

After a bullying incident has been dealt with each case will be monitored to ensure repeat bullying does not take place.

Cyberbullying

Although cyberbullying is most likely to happen outside of school, we will support and liaise with parents, children and if necessary the police and other agencies to manage incidents successfully.

Monitoring & Evaluating

Records of bullying are evaluated by the Senior Leadership Team to identify possible patterns, training needs and support for staff and children.

The effectiveness of this policy is monitored with particular reference to the Governors' Statement of Behaviour Principles, Behaviour Policy and Single Equality Scheme. The Headteacher is responsible for reporting to the governing body on the effectiveness of the policy and makes recommendations for further improvements. It is the responsibility of the Governing Body to ensure that this policy is administered fairly and consistently.

This policy is evaluated and reviewed annually.

Date	Comment
Summer 2021	Complete re-write in line with TPP and separated from Behaviour Policy
Summer 2022	No changes
Summer 2023	No changes
Spring 2024	No changes
Spring 2025	No changes

Appendix A: Poster Resource

A sample poster which can be used/amended in an age appropriate way.

Dealing with Bullying

If you feel you are being bullied:

- Try to stay calm and be as confident as you can
- Be firm and clear – look the bully in the eye and tell them to stop
- Move away from the situation as soon as possible
- Tell an adult IMMEDIATELY. Make it clear this is important and that they must listen

Then:

- Tell a teacher or other adult in the school
- Tell your family
- If you are scared to tell an adult, get a friend to come with you
- Keep telling people until somebody does something to stop the bullying
- Don't blame yourself for what has happened

When you are talking to an adult about being bullied, be clear about:

- What has happened to you
- How many times has it happened to you
- Who did the bullying and did anyone see
- What have you done about it already
- What you want to happen now

If you experience bullying by text, e-mail or posts:

- Tell a friend, parent or teacher
- Save the messages if you can or ask an adult to
- Talk to an adult about blocking the sender
- Think about your e-safety lessons in school – what have you been taught?

For contacts and details of where to seek help outside school:

- Childline 0800 1111 (helpline for children) www.childline.org.uk
- Kidscape 020 7730 3300 www.kidscape.org.uk
- NSPCC 0207 825 2500 www.nspcc.org.uk

Appendix B: Guidance for Families

If your child tells you they are being bullied:

- Calmly talk to your child about what is upsetting them – remember not all issues are related to bullying however anything upsetting your child does need discussing
- Make a note of the details
- Reassure your child that they are right to tell you about it
- Arrange to see your child's teacher
- Explain to the teacher the problems your child is experiencing

When talking to teachers about bullying:

- Stay calm, this may be the first time the school has heard of the problem or may have heard conflicting accounts of an incident
- If you can, be specific
- Ask what you can do to help
- Stay in touch with the school and inform the teacher immediately if there are any further concerns

If your child is bullying others:

It is never easy to accept or deal with the fact that your child is exhibiting bullying behaviour however, with your support and by working in partnership with the school, these issues can be resolved.

- Talk to your child and explain that what they are doing is unacceptable and makes others unhappy
- Show your child how they can join in without aggressive/bullying behaviour
- Make an appointment with your child's teacher to discuss how everyone can work together to support your child
- Offer praise for improved behaviour
- Keep in regular contact with the school

If your child is experiencing any form of cyberbullying:

- Check exactly when an inappropriate message or post was sent and save it
- Talk to your child's class teacher if you think school can help
- Where necessary report incidents to the police or the platform the messages have been sent from

Help Organisations:

KIDSCAPE Parents Helpline (Mon-Fri, 10-4)

0845 1 205 204

Family Lives

0808 800 2222

Bullying Online

www.bullying.co.uk

Visit the Kidscape website www.kidscape.org.uk for further support, links and advice.