



## **PREVENTING BULLYING POLICY**

### **1. Statement of Intent**

Parkfield School believes that:

Bullying of any kind is undesirable and unacceptable.

All members of our community will be listened to and taken seriously.

Everyone has the right to enjoy and achieve in an atmosphere that is free from fear or harassment.

All members of our school community have a responsibility to ensure that we do not abuse or bully others.

Children and young people should talk to an adult if they are worried about bullying and have a right to expect that their concerns will be listened to and treated seriously.

Children and young people should be involved in decision making about matters that concern them.

All members of our school community have a duty to work together to protect vulnerable individuals from bullying and other forms of abuse.

We believe that in tackling bullying we encourage an environment where individuality and diversity is celebrated and individuals can develop without fear.

### **2. Definition of Terms**

#### **What is Bullying?**

Parkfield School's understanding of bullying is as follows:

Behaviour by an individual or group of individuals that is persistent and deliberate which intentionally hurts or humiliates another individual or group either physically or emotionally.

One-off incidents, whilst they may be very serious and must always be dealt with, do not fall within the definition of 'bullying'.

#### **Types of bullying**

There are various types of bullying, but most have three things in common:

1. It is deliberately hurtful behaviour.
2. It is repeated over time.
3. There is an imbalance of power, which makes it hard for those being bullied to defend themselves.

Bullying may take various forms, including:

- Physical e.g. kicking, hitting, pushing, intimidating behaviour or interference with personal property
- Verbal/Psychological e.g. threats, taunts, shunning/ostracism, name-calling/verbal abuse or spreading of rumours
- Racist Bullying e.g. abuse or ridicule based on differences of race, colour, ethnicity, nationality, culture or language
- Faith-based Bullying e.g. negative stereotyping, name-calling or ridiculing based on religion
- Sexist Bullying e.g. use of sexist language or negative stereotyping based on gender
- Sexual Bullying e.g. unwanted/inappropriate physical contact or sexual innuendo
- Homophobic Bullying e.g. name-calling, innuendo or negative stereotyping based on sexual orientation or use of homophobic language
- SEN / Disability Bullying e.g. name-calling, innuendo, negative stereotyping or excluding from activity based on disability or learning difficulties
- Gifted/Talented Bullying e.g. name-calling, innuendo, ostracism or negative peer pressure based on high levels of ability or effort
- Cyber Bullying e.g. abuse on-line, including social media, or via text message, interfering with electronic files, setting up or promoting inappropriate websites and inappropriate sharing of images from webcams/mobile phones

### **3. Aims and Objectives**

#### **The aim of our preventing bullying policy**

- To assist in creating an ethos in which attending Parkfield School is a positive and enjoyable experience for all members of our community.
- To make it clear that all forms of bullying are unacceptable at Parkfield School
- To enable everyone to feel safe while at Parkfield School and encourage all members of the community to report incidents of bullying.
- To deal with each incident of bullying as effectively as possible, taking into consideration the needs of all parties and, as a result, to reduce the incidents of bullying
- To support and protect victims of bullying and ensure they are listened to.
- To help and support children/young people displaying bullying behaviour to change their attitudes and understand why it needs to change.
- To liaise with parents and other appropriate members of the school community.
- To ensure all members of our community feel responsible for helping to reduce bullying

#### **The objectives of our preventing bullying policy**

- Our whole community can feel ownership of the school preventing bullying policy
- To maintain and develop effective listening systems for children, young people and staff within Parkfield School
- To involve all staff in dealing with incidents of bullying effectively and promptly
- To equip all staff with the skills and information necessary to deal with incidents of bullying
- To involve the wider school community (e.g. midday supervisors, part-time staff/volunteers) in dealing effectively with, and if necessary referring, bullying incidents.
- To communicate with parents and the wider school community effectively on the subject of bullying.
- To acknowledge the key role of every staff member in dealing with incidents of bullying.
- To ensure that all incidents of bullying are recorded and appropriate use is made of the information, where appropriate sharing it with relevant organisations.
- To promote emotional health and wellbeing across the whole school and for all members of our community to role-model this in all situations

## **4. Practice and Procedures**

### **A. What we will do to prevent bullying**

Everyone involved in the life of Parkfield School must take responsibility for promoting a common preventing bullying approach. We will strive to provide a caring community where we can:

- be supportive of each other
- provide positive role models
- convey a clear understanding that we disapprove of unacceptable behaviour
- be clear that we all follow the ground-rules of Parkfield School
- be fully involved in the development of the preventing bullying policy and support preventing bullying practice
- support each other in the implementation of this policy

All members of the school community are expected to report incidents of bullying.

All Staff have a vital role to play as they are at the forefront of behaviour management and supporting children's sense of well-being. They have the closest knowledge of the children in their care, and should build up a relationship involving mutual support, trust and respect.

Parkfield School will:

- Provide children with a framework of behaviour including rules which support the whole school policy
- Emphasise and behave in a respectful and caring manner to children/young people and colleagues, to set a good tone and help create a positive atmosphere
- Raise awareness of bullying through activities, stories, role-play, discussion, peer support, assemblies, school/children's council, PSHE etc.
- Through the Principal, keep the governing body well informed regarding issues concerning behaviour management and bullying
- Provide a key staff member who is responsible for the monitoring of the policy

Governors have a duty to:

- Be fully informed on matters concerning preventing bullying
- Regularly monitor incident reports and actions taken to be aware of the effectiveness of this policy
- Identify one governor to lead on preventing bullying in conjunction with school Senior Leadership Team.

Through the development and implementation of this policy, Parkfield School trusts that all children, young people, parents/carers and staff will:

Feel confident that everything is being done to make Parkfield School a safe and secure environment

Know who can be contacted if they have any concerns about bullying

Feel supported in reporting incidents of bullying

Be reassured that action regarding bullying will take place

## **B. Reacting to a specific incident**

### **Recording**

- All incidents, either in or out of class, will be recorded by the school on the school Management Information System.
- A senior member of staff will take responsibility for ensuring that the incident is properly recorded and that the record is updated as necessary throughout an investigation.
- Parents of all children/young people involved will be informed of what has happened, and how it has been dealt with. All discussions and actions relating to the incident/investigation will be documented and added to the incident log.

### **Dealing with an Incident**

Whenever a bullying incident is discovered, the school will go through a number of steps. The exact nature of each step will be adapted to suit the nature and severity of the incident, and the response of those involved.

- i) The school community needs to be made aware that when a bullying incident has come to the attention of adults in the school, it has been taken seriously and action has resulted.

Parkfield School expects to support all involved by:

- Talking the incident through with all parties involved
- Supporting the person who has been bullied to express their feelings
- Supporting the person displaying the bullying behaviour to express their feelings
- Discussing which rule(s) have been broken
- Discussing strategies for making amends

- ii) Measures will be in line with the school's behaviour and discipline policy, and may include:

- Explanation why the inappropriate behaviour is unacceptable
- Reparation of damaged relationships
- Time away from an activity
- Meeting with staff, parent and child
- Missing another activity
- Formal letter home from the senior staff member/Principal expressing concerns
- Time out from the classroom
- Pastoral support plan
- Detention after school
- Fixed term exclusion
- Governors behaviour/disciplinary panel
- Permanent exclusion

- iii) Safeguarding procedures will be followed when child protection concerns arise as per the school's Safeguarding Policy.

## **Review of policy**

In line with all Parkfield School policies, this policy will be reviewed annually.

It may also be reviewed and amended, in consultation with all stakeholders, in the light of events or experience. The Stakeholders of this policy are children and young people, staff, parents and carers, governors, SLT and people from other organisations involved with the life of Parkfield School (including before/after-school clubs, contractors, transport staff etc).

Data from the monitoring and recording of incidents (including 'nil' returns) will also inform policy review and will be seen by Governors once a term.