



## Carlton Miniott Community Primary School Peer on Peer Abuse Policy (Formally Anti-bullying policy) *This policy applies to both staff and pupils*

### Rationale

DfE guidance, 'Keeping Children Safe in Education' (2016) says that all staff should be aware that safeguarding issues can manifest themselves via peer on peer abuse and that this is most likely to include bullying but may not be limited to it. All staff need to be clear on the schools policy and procedures with regards to peer on peer abuse.

Peer on peer abuse take many forms. It is the responsibility of the whole school community to eradicate these by ensuring the development of a caring and supportive ethos. We as a school have a duty to take measures to prevent all forms of abuse.

### What is Bullying?

The school council produced the following definition about bullying following discussions in all classes:

*"Bullying is when someone is hurting or upsetting you **constantly**, perhaps every day. For example it is not being pushed once whilst lining up or tripped over whilst playing a game.*

*Unacceptable bullying behaviour is anything physical such as pushing, punching, pinching, pulling hair etc. and constant verbal abuse such as name calling and 'picking on' or 'bossing other.'"*

*Peer on peer abuse includes bullying but can also include gender based violence, sexual assaults and sexting.*

### Forms of Bullying

- Physical: pushing, hitting, pinching, any form of violence, threats
- Verbal: name-calling, sarcasm, spreading rumours, persistent teasing, gender issues
- Emotional: tormenting, threatening, ridicule, humiliation, exclusion from groups or activities, making them do something they don't wish to do.
- Racist: racial taunts, graffiti, gestures
- Sexual: unwanted physical contact, abusive comments
- Cyber: bullying that takes place on-line

### Identifying the problem

If a disclosure is made it should always be treated seriously. While others may not feel that certain actions or words are of a bullying or nature, if the recipient feels they are being bullied that is sufficient evidence to treat the case as bullying on face value.

Examples of signs of being bullied or abused: -

- Unwillingness to come to school
- Withdrawal, isolated behaviour
- Complaining about missing property
- Refusal to talk about the problem
- Being easily distressed
- Damaged or incomplete work

### Staff will

- Take all issues of peer on peer abuse seriously
- Investigate all incidents thoroughly
- Ensure that bullies and victims are initially interviewed separately.
- Obtain witness information
- Keep a written record of the incident, investigation and outcomes in PSHE book (kept in the school office)
- Use restorative practice to resolve the situation
- Inform appropriate staff about the incident

- Ensure that action is taken to prevent further incidents

*Eg*

*Imposing of sanctions*

*Obtaining an apology*

*Informing parents of both bully and victim*

*Provide mentor support/training for both victim and bully*

### **Parents**

If complaints are made at home about incidents in school or on journeys between home and school, parents should contact the class teacher or Headteacher as soon as possible, giving details of the incident(s). It is better to approach the school in the early stages of a problem before it becomes too serious.

If the child has not made disclosures about an incident but seems unhappy about going to school, there may be something wrong.

### **Prevention**

We aim to provide a caring environment where children feel valued and where an emphasis is placed on self-esteem. Children are encouraged to be good listeners and to talk to each other and to staff.

Children, parents and staff need to work together to ensure the highest standards of behaviour towards each other.

Children in school are constantly encouraged to treat each other, as they would wish to be treated. Issues associated with bullying are addressed regularly in assembly and in class lessons such as PSHCE, Circle Time and RE. We will endeavour to work with anti-bullying and E-Safety week materials and direct focus to these activities at an appropriate time in the school year

The message to all is that bullying will not be tolerated in school and everyone is expected to ensure that it does not happen.

### **Buddy Bench**

A 'Buddy Bench' is available in the playground where children can sit if they have no one to play with. This gives a message to both staff and pupils that a friend or a listening ear is needed.

### **Buddy Squad**

The buddy squad are regularly trained on how to include children in playtime activities and also how to talk and listen to children with problems.

### **Pupil Questionnaires**

Children in the KS2 answer an annual questionnaire where they have chance to express their feelings about school.

***The quality of the relationship between staff and pupils encourages openness and dialogue.***

(This policy is available in other formats)

Reviewed January 2017