

Eleanor Palmer Children's Anti-Bullying Policy



The children and staff of Eleanor Palmer wrote this anti-bullying policy together. We believe all children should be respected and feel safe so that they can achieve our school values:



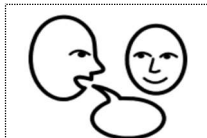
Everyone everywhere is responsible for anti-bullying in our school!
We work together to say no to bullying and to prevent it from happening.

SEVERAL
TIMES
ON
PURPOSE



START
TELLING
OTHER
PEOPLE

What is bullying?	
<p>Bullying can be physical, emotional, or cyber, several times on purpose. It is the repetitive, intentional hurting of one person or group, where the relationship involves an imbalance of power.</p>	
	<p>Physically hurting someone or their property.</p>
	<p>Using words to hurt someone's feelings or make them feel unsafe. Teasing, name-calling or spreading rumours are types of emotional bullying.</p> <p>Leaving someone out = 'excluding' them.</p>
	<p>Using words, photos, videos or other actions online on any device to be unkind, hurt someone or make them unsafe (e.g. sending unkind messages)</p>



If you think you see or experience bullying, **TELL SOMEONE!**
You can tell adults at school, other children, your family.

No child should be labelled a 'bully' or a 'victim' because bullying is behaviour. Instead, at EP we focus on this behaviour and how to change it. Some children might have **bullying behaviour** that can stop with the right support. Some children are **targets of bullying behaviour** and everyone at school must work together to stop this.



*UNICEF's rights of the child:
we are a Rights Respecting School*

What do we do to prevent bullying and to be *anti-bullying*?

- We systematically teach emotional literacy and wellbeing in our Wellbeing Curriculum.
- We model positive respectful relationships.
- We are proactive in educating children about what bullying means and how to stop it.
- We take part in an annual anti-bullying week and hold anti-bullying assemblies.
- All classes have termly lessons about how to behave positively and how to stay safe.
- We have a positive behaviour policy which places being ready, respectful, and safe at the heart of school life.



What do we do about bullying if it happens?

- We take bullying seriously.
- We challenge any form of discriminatory language or action.
- We listen and investigate.
- We use our positive behaviour policy to decide consequences and next steps.
- We communicate with and involve parents and carers.
- We make a plan to support children to stop bullying behaviour and improve relationships. For example, individual or group work with our Emotional Literacy Support Assistant or the class teacher might be the most effective next step.
- As a staff team we are vigilant throughout the school day and we check in with children involved regularly.
- We record incidents of bullying behaviour so that we can ensure patterns are spotted and we can quickly intervene.

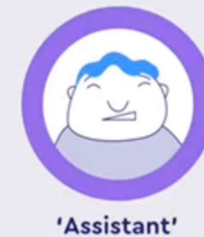
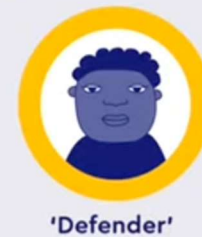
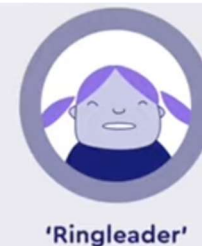
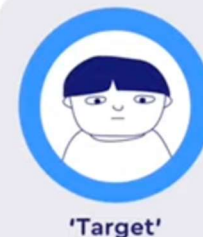
How we focus on group behaviour

Bullying is often a group behaviour with other people taking on different roles at different times.

Some people don't realise they are bullying but they are 'reinforcing' or 'assisting' the bullying by joining in or encouraging. Laughing along is an example of reinforcing bullying.

School adults will work with all these children, helping them to stop encouraging the bullying.

There may be 'outsiders' who notice the bullying behaviour but don't say or do anything to stop it. We encourage these people to take on a more active role, either by being a 'defender' who says no to the bullying and offers friendship, or by telling a grownup what's happening more subtly.



Bullying is not...

Falling out with friends

This happens to everyone and sometimes you need a bit of time with different people. Still talk about it and we can support you!

When something happens only once

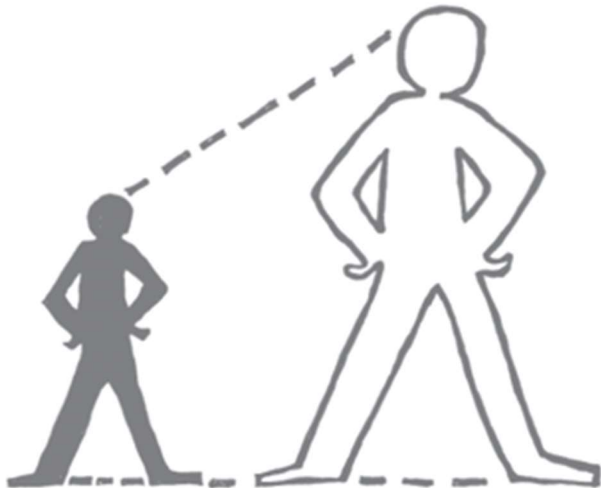
This is isolated so it's not bullying. However, it might still be serious negative behaviour so you must still tell an adult if so.

Accidents

It's not on purpose so it's not bullying. However, when we hurt someone by accident, we must say sorry.

Misunderstandings

Sometimes we don't fully understand what someone meant so we must wait listen and explain.



Why do people bully?

There are lots of reasons why people bully others including:

- having been bullied themselves
- having poor self-esteem or feeling insecure
- being unsure how to make friends
- seeking attention, power or control
- copying something they've seen others do in real life, on TV or online
- suffering from trauma, fear or stress either current or from the past
- feeling peer pressure
- not yet having good emotional literacy

Whatever the reasons, our school is a place where people can get help to learn new positive behaviour and stop bullying others.



What does it mean to have an 'imbalance of power'?

This means any situation where one person or a group of people **use power over somebody else in a hurtful, negative way.**

There might be an imbalance of power if:

- people are in a bigger group targeting one or two others
- someone is older
- someone has greater strength or stature
- someone is significantly better or more skilful at something than their target
- someone has superior communication skills
- someone is in a majority group e.g. the majority gender, ethnicity or faith

The [Anti-bullying alliance](#) has more information about the definition of bullying and 'imbalances of power'.





How to help if your child is being bullied:

- Listen and reassure them that coming to you was the right thing to do.
- Try to establish the facts: What happened? When? Where? Was this the first time? Who was involved? Write down what your child has said and if it involves cyberbullying, keep any evidence of this.
- Use this policy to talk about what bullying is (and isn't). Assure your child that bullying is not their fault and that their family and school adults will support them.
- Find out what your child wants to happen next. Help to identify choices open to them, next steps they could take and skills they may have to help solve problems. Tell them that school adults will help them with all of this!
- Don't label the other child or children as bullies; focus on the behaviour and that changes can happen. Equally, don't label your child as a 'victim'. Build their confidence and esteem.
- Never encourage retaliation to bullying such as violent actions. Reacting in this way has negative and unpredictable results for everyone involved. Encourage them to walk away and seek help.
- Encourage your child to talk to their teacher or a school adult.
- Contact your child's class teacher as soon as possible to let them know your concerns. School will take any incident of bullying extremely seriously and seek to deal with it quickly.
- School staff may or may not know about what has happened, but they will be able to share more information and investigate. Listen to them and work together.

What to do if your child has bullied someone:

It can be a shock to parents and carers that their child could be bullying someone. However, children who bully others may also suffer from long-lasting consequences and may continue with bullying behaviour into their adult lives. It is important that children receive help and the issues are dealt with straight away.

- Make sure your child knows what bullying is, that it is wrong and the harm it can cause.
- Don't label your child a bully. Anyone can have bullying behaviour, but they can make a positive change.
- Tell your child they can talk to you, or another adult if they are worried about bullying.
- Make it clear that you do not tolerate the use of disrespectful and hurtful language and behaviour as a family - it's vital that you model this as parents and carers.
- Look for reasons why it might be happening and make sure they are not bullying others in retaliation or being pressured into bullying.
- Contact your child's class teacher as soon as possible to let them know your concerns so we can work together to stop bullying behaviour.
- Listen to school adults' perspective. We will have information about relationships in school. We will work together and we always want to help.

Seek independent advice and support, and explore these links:

[Anti-bullying alliance advice for parents](#)

[Kidscape advice and information about anti-bullying](#)

[Kidscape top 3 tips for active listening](#)

Parentline Plus on 0800 800 2222

Parents Anti-Bullying Helpline on 08451 205 204

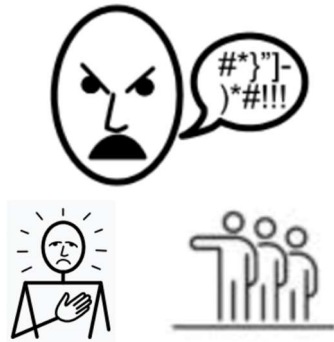
Kidscape guide for young people [You Can Beat Bullying](#)

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