

# Tibberton CE Primary School



Part of the Tibberton CE Primary School  
and St Lawrence CE Primary School  
Federation

## Anti-Bullying

**Revised: Autumn Term 2020**

**Consultation with staff and Governors**

**and adoption of policy: Autumn Term 2020**

**Review date: Autumn Term 2021**

**Tibberton CE Primary School**  
**Anti-Bullying Policy**

**Our definition of bullying:**

Bullying may be defined as any form of verbal, physical or psychological intimidation, usually carried out over a sustained period of time and which results in hurting or causing distress to another child or adult. This definition includes homophobic and transgender bullying. This bullying behaviour may take place via social media, text and email. We recognise this as peer on peer abuse.

**What the pupils say:**

In Class 1 the children are introduced to the ideas of bucket filling, and the principle of bucket filling is referred to regularly throughout daily school life: The principle is: Everybody carries around an invisible bucket. When you have a full bucket you feel happy and good. When your bucket is empty you feel sad and lonely. Throughout a day, our buckets are emptied and filled. You fill others buckets by showing compassion, doing something kind or even a smile. When you fill someone's bucket, you are also filling your own bucket. A bucket dipper is someone who says something mean or unkind that empties your bucket. When you dip into someone's bucket you also empty your own bucket. A bully is someone who regularly dips into your bucket. The whole school house point system is based on rewarding bucket filling.

Class 4: 'Bullying is when someone repeatedly hurts your feelings, which makes you feel isolated and unhappy on purpose'.

Class 5: Bullying is when someone (or a group of people) repeatedly does something to annoy/upset or hurt you, even though you have asked them not to or to stop. This could be: name calling, making fun, hitting or pushing you, spreading rumours/secrets, threaten to do something to you, taking things from you, hiding things that belong to you, ruining a game, making you do something you don't want to.

As a mutually supportive community and a Church of England school, we promote the Christian values of friendship and forgiveness, alongside tolerance and respect to enable the school community to build good relationships. We understand that relationships can break down and that this can develop into a bullying issue.

We build our pupils' understanding and resilience by reflecting on issues in worship, through all staff listening to pupils, e-safety work, PSHE/PCLIMB, British Values and RE curriculum, explicitly working on aspects of behaviour management and rights and responsibilities. We aim to develop the skills of negotiation and empathy, identifying and managing situations when relationships break down and giving pupils the skills to come forward when they feel intimidated.

As a school, we promote 'Remember 5', encouraging the pupils to remember five people they are comfortable to go to if they need help.

**Policy statement**

Within the school community everyone has a right to feel secure and confident that they will not be bullied or intimidated by others. The school has a culture of encouraging all members of the community to speak up and speak out.

## Identifying Bullying

The school always treats any reported instances of bullying very seriously and aims to resolve the problem as quickly as possible. Pupils are encouraged to report to a member of staff if they feel they are being bullied or witness others being bullied and should never accept the situation.

The consequences of bullying can be very serious. Possible indications of bullying which staff and parents may recognise are a reluctance to attend school, headaches, stomach aches, loss of interest in school, sleeplessness, fear of walking to and from school, bruises and scrapes, loss of belongings, not wanting to talk about school.

## Action

Should any member of staff be informed or become aware of possible bullying they should consider the following:-

- **What has given rise to your concern?** Sometimes problems occur because of misunderstandings between friends or false messages being passed on by a third party. Accidents do happen; on the playground children can be knocked or tripped as they play. However, all concerns are taken seriously and investigated.
- Children should be given the confidence to bring any concerns about bullying to the attention of the staff. **Listen carefully** to what the child is saying and **determine the facts**.
- **Children are reassured** that bullying does not have to happen and that the problem can be solved if pupil, school and parents work together. (Bullies depend on victims being too frightened to talk or feeling they are inadequate.)
- Having established the facts the head and senior staff should be informed- in person and recorded on CPOMS. Any necessary support for the pupil and sanctions against the offending pupil is put into place in line with the Behaviour and Learning Policy.

The pupils' views on anti-bullying issues are sought through PSHE/PCLIMB lessons, via the Pupil Voice Council, the Tibberton Safety Team, sharing activities annually during Anti-Bullying Week (November), NSPCC Workshops, E-Safety week supported by the Police, E-Cadets, STAR and as part of the pupil input to the school's Behaviour and Learning Policy. This is revisited frequently with the children.

Should a parent or any pupil inform the school of concerns about bullying the school will respond in a positive manner to identify the facts and take action as necessary. Parents must be made aware of the need to investigate any incident fully before deciding the best course of action.

All discussions with pupils and parents are minuted and recorded on the CPOMS system.

All parents are made aware of the school's position relating to bullying and feel confident in the school's determination to act in cases of bullying

The school aims to provide a caring environment in which all pupils, parents and staff treat each other with mutual respect and consideration.