

GILLINGSTOOL PRIMARY SCHOOL

Inspire ~ Believe ~ Achieve



ANTI-BULLYING POLICY

Signed ... *D Llewellyn*

Name: Dave Llewellyn
Chair of Governors

Date: November 2019

Signed *C Carter*

Name: Caroline Carter
Headteacher

Date: November 2019

Introduction

This anti-bullying policy was drawn up in response to the government's document 'Bullying don't suffer in silence' (Ref: DfE 0064/2000) in consultation with staff and children.

We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere.

Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a *TELLING* school. This means that *anyone* who knows that bullying is happening is expected to tell the staff.

What is bullying?

Bullying is an action taken often over a period of time by one or more pupils with the deliberate intention of hurting another child either physically or emotionally. Bullying results in pain and distress to the victim.

Bullying can be:

- Emotional: being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical pushing, kicking, hitting, punching or any use of violence
- Racist racial taunts, graffiti, gestures
- Sexual unwanted physical contact or sexually abusive comments
- Homophobic because of, or focussing on the issue of sexuality
- Transphobic behaviour or language that makes a child or young person feel unwelcome or marginalised because of their perceived or actual gender
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Cyber all areas of internet ,such as email & internet chat room misuse, mobile threats by text messaging & calls, misuse of associated technology , i.e. camera & video facilities
- Disabled being abused due to physical, mental disabilities or impairments

Most bullying takes place in school and is more likely where adult supervision is intermittent. In primary schools, up to three-quarters of bullying takes place in the playground.

Aims and Objectives

Bullying is wrong and damages individuals. We value each individual as a unique being therefore any incidence of bullying works against our school ethos. We work towards developing a school ethos in which bullying is regarded as unacceptable by all. We aim to provide a safe and secure environment where every child can achieve their full potential without anxiety and grow in their self-esteem. The policy aims to provide whole school procedures to follow. We aim to make all those concerned with Gillingstool Primary School aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our school.

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school
- doesn't want to go on the school / public bus
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

Procedures

- Any incident of bullying must be reported to a member of staff; staff should always act consistently; children should be encouraged to report bullying incidents.
- Members of staff who receive the report should investigate the incident and log it on CPOMs. Accurate records should be kept. When investigating incidents every individual involved should be listened to.
- When bullying is happening regularly with a detrimental effect on the child, the involvement of the parents is essential.
- Any report by a parent of bullying will be investigated and a response made. When dealing with a parent, staff should follow the guidelines provided. The SLT will carry out a monitoring role to evaluate whether the policy is effective.
- Staff will aim to resolve any situation where bullying has occurred. The bullying will be stopped quickly and an attempt made to help the bully change their behaviour.

Outcomes

Outcomes can include:

- The bully may be asked to apologise.
- If possible, pupils will be reconciled.
- Removal from the group (in class)
- Withdrawal of break and lunchtime privileges
- Detention
- Withholding participations in any school trip or sports events that are not essential part of the curriculum
- Fixed period exclusion

After any incident the situation will require monitoring to ensure that bullying does not reoccur. This follow up should be carried out after approximately two weeks and again within the following half term. Follow up action is carried out to discourage any reoccurrence of the situation.

Persistent cases of severe bullying will result in fixed term exclusions and ultimately permanent exclusion.

Intervention Techniques

Curriculum Support

In addition to our annual Getting Along Week (Anti-Bullying Week), the following are areas where the anti-bullying policy will be reinforced and awareness raised.

- RE
- Literacy
- History
- PSHE

Training

Staff will be provided with training support on maintaining an effective anti-bullying policy and will respond to any LA initiatives and guidance.

Five Key Strategies

- Never ignore suspected bullying
- Don't make premature assumptions
- Listen carefully to all accounts – several pupils saying the same thing does not necessarily mean they are telling the truth
- Adopt a problem-solving approach which moves pupils on from justifying themselves
- Follow up repeatedly checking bullying has not resumed

Supporting Parents

- Recognise that the parents may be angry and upset
- Keep an open mind
- Remain calm and understanding
- Make clear that the school does care and that something will be done
- Explain the school policy, making sure procedures are followed

When a case is referred to the Headteacher he/she will:

- Ask for details and record information
- Arrange a further meeting to explain actions and find out if it has stopped.
- Follow up with staff to ensure that appropriate action has been taken and that the school policy has been implemented.

How children can help themselves

What should I do?

- Tell your parents and/or an older brother or sister
- Tell an adult in school
- Stand up straight
- Look the bully in the eye
- Walk away without saying a word. This may make the bully stop as they are not getting a reaction from you. If it continues say a very loud 'NO!', 'GO AWAY!', 'LEAVE ME ALONE', 'DON'T BULLY ME'.

Suggestions for Parents

- If you are worried that a child is being bullied, ask them directly
- Be aware of the signs and symptoms of bullying
- Don't agree to keep the bullying a secret
- If it is school bullying, talk to staff that you trust
- Ask to see the Anti-bullying policy
- Help children practice the strategies taught such as saying 'NO!' and walking away with confidence
- Give children a chance to share their feelings about being bullied
- Arrange to meet your child if the bullying is on the journey to and from school
- Check that the child is not inadvertently encouraging bullying because of some habit that could be corrected
- Keep a written log of events or incidents
- Invite other children to your home to develop further friendship groups.

Help Organisations:

- Advisory Centre for Education (ACE) 020 7354 8321
- Children's Legal Centre 0845 345 4345
- KIDSCAPE Parents Helpline (Mon-Fri, 10-4) 0845 1 205 204
- Parentline Plus 0808 800 2222
- Youth Access 020 8772 9900
- Bullying Online www.bullying.co.uk
- Kidscape website www.kidscape.org.uk
- Childline 0800 1111
- Childline website www.childline.org.uk