

# Littledean Church of England Primary School

## Anti-Bullying Policy

*'People with time for Children'*

### Introduction

At Littledean C of E Primary School we believe that every child has the right to feel safe in school and enjoy their education without the threat or fear of bullying behaviour. Bullying is unacceptable and will not be tolerated. Our aim is to build the children's self-esteem and confidence and for our approach to be consistent across the school. We intend that the policy is clearly understood and shared by all, children, staff and parents.

Bullying can be a problem in most schools and we believe that it is important to have a school policy for dealing with it, when it arises.

### Definition - What is bullying?

Bullying is based on unequal power relations, real or perceived. It will usually be repeated and difficult to defend against. It is intended to hurt the recipient emotionally and/or physically.

Bullying can occur through several types of anti-social behaviour. It can be:

- **Racial, Religious or Cultural**
- **Sexual/Sexist**
- **Homophobic**
- **Disability**
- **Physical:** A pupil could be physically punched, pushed, kicked, it etc. other than in the heat of the moment
- **Verbal:** Verbal abuse can take the form of name calling over a period of time. It may be directed towards gender, ethnic origin, physical/social disability or personality etc.
- **Social or Psychological:** A pupil could be bullied simply by being excluded from discussions/activities, with those they believe to be their friends without a discussion as to why this is happening.
- **Damage to Property or Theft:** Pupils could have their property damaged or hidden, interfered with or stolen. Physical threats could be used by the bully in order that the pupil hands over property to them.
- **Cyber Bullying:** Use of technology – internet, emails, text messages, mobile phones, photographs to transmit and reinforce intimidating behaviour. While, in most cases, bullying via text messages and the internet occurs outside school, teachers still have a responsibility towards any pupil who is the victim of such bullying (we have a separate Anti Cyber-Bullying Policy).

It is important to differentiate between boisterous play or normal playtime/classroom squabbles and bullying. Bullying is usually premeditated and designed to belittle, humiliate or disempower.

### Aims

- To demonstrate that the school takes bullying seriously and that it will not be tolerated;
- To address issues surrounding behaviour and attitudes towards others through our Values for Life Programme;
- To provide a caring, co-operative ethos from staff and for the children through personal and social education, and cross-curricular themes;
- Activities in class are designed to help in the building of confidence, self-esteem, empathy, assertiveness, etc. Frequently, social behaviour is taught by drawing on

incidents as they occur in the daily life of the class or playground and these matters may be discussed in Collective Worship;

- We aim to stress the positive aspect of thoughtful and sensible behaviour and to reward good social behaviour;
- We aim to offer plenty of opportunities to talk about bullying in general. Stories, drama and role-play about bullying are included in our curriculum.

### **The Role of Governors**

The Governing Body supports the Headteacher in all attempts to eliminate bullying from our school. This policy makes it very clear that the Governing Body does not allow bullying to take place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

The Governing Body monitor the incidents of bullying that occur, and review the effectiveness of the schools' policy regularly. The governors require the Headteacher or member of the Senior Leadership Team to keep accurate records of all incidents of bullying and to report to the governors on request about the effectiveness of school anti-bullying strategies.

### **The Role of the Headteacher**

It is the responsibility of the Headteacher to implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying.

The Headteacher makes sure that the children know that bullying is wrong, and that it is unacceptable behaviour in this school.

The Headteacher ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying.

The Headteacher sets the climate where Values for Life are an integral part of how we deal with children, staff and parents on a daily basis.

### **The role of the Teacher**

Teachers take all forms of bullying seriously, and intervene to prevent incidents taking place. Any complaints of bullying behaviour are dealt with quickly and with empathy. Teachers will feed back to the Senior Leadership Team any incidents of bullying that they are aware of or have dealt with.

### **The role of Parents/Carers**

Parents who are concerned that their child might be being bullied, or who suspect that their child might be the perpetrator of bullying, should contact their child's class teacher immediately. All reported issues will be dealt with swiftly and parents will be informed of the results of any investigations.

### **Identification - what signs to look for?**

The following signs could indicate that a child is being bullied:-

- Be frightened of the journey to and from school.
- Be unwilling to come to school (school phobic)
- Have nightmares.
- Begin doing poorly in their school work.
- Become withdrawn, distressed, etc.
- Have unexplained bruises, cuts, scratches or clothing torn.
- Refuse to say what's wrong.

- Have possessions or money go missing.
- Possible change in their own behaviour towards other children.

Many of the signs could be associated with physical abuse by other members of the family or social group in which case appropriate action would be taken in accordance with our Safeguarding Policy.

### **Action taken**

Our strategies for dealing with bullying, in accordance with the use of sanctions in the Behaviour Management Policy, are:-

- school policy is known and supported by teachers, pupils, parents and governors;
- if bullying is suspected or reported, the incident will be investigated and dealt with initially and immediately by the teacher approached;
- if there is a racial element to bullying the Head teacher must be informed immediately;
- to take reports of bullying seriously and investigate every incident carefully, thoroughly, fairly and diplomatically;
- to take action as quickly as possible;
- to re-assure the victim(s); don't make them feel inadequate or foolish;
- to offer concrete help, advice and support to the victim(s);
- make it plain to the bully that you disapprove and that there have to be consequences according to the Behaviour Management Policy;
- consider why the child is bullying. What are the causes behind the behaviour?
- encourage the bully to see the victim's point of view;
- explain clearly the consequence and why it is being given;
- to inform parents of the 'victim' and 'bully'.
- Involve our Family Support Worker to work with the 'victim', 'perpetrator' and parents if deemed necessary.

This policy is monitored on a day-to-day basis by the Head Teacher, who will report to the Governing Body on request.

**Reviewed – September 2014**

**Approval by Full Governing Body – 10<sup>th</sup> October 2014**