

Gonerby Hill Foot Church of England Primary School

Anti –Bullying Policy

Aims and objectives

Bullying is wrong and damages individual children. We therefore do all we can to prevent it, by developing a school ethos based firmly on the Christian values of love, forgiveness and respect and by providing a safe place for children in which bullying is regarded as unacceptable. We actively promote British values as defined under the Ofsted guidance 2014 through our school ethos, agreed rules, curriculum and teaching. We aim to ‘promote tolerance and respect for people of all faiths (or those with none), cultures and lifestyles; and support and help through words, actions and influences within school and more widely in the community to prepare children and young people positively for life in modern Britain.’ We aim, as a school, to produce a safe and secure environment where all can learn without anxiety, and measures are in place to reduce the likelihood of bullying.

In the first place, appropriate behaviour is promoted through the school’s Behaviour policy and incidents of inappropriate behaviour are dealt with in accordance with the sanctions detailed in that policy. This policy aims to produce a consistent school response to any bullying incidents that may occur. We aim to make all those connected with the 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.

What is bullying?

- Bullying is behaviour which deliberately makes another person feel uncomfortable, distressed or threatened.
- Bullying is repeated over time.
- Bullying makes those being bullied feel powerless to defend themselves.

Everyone has the right to feel welcome, secure and happy in our school and we should treat everyone with consideration.

Bullying of any kind is unacceptable at our school.

What types of bullying are there?

- Emotional (being unfriendly, excluding, tormenting, threatening behaviour)
- Verbal (name calling, sarcasm, spreading rumours, teasing)
- Physical (pushing, kicking, hitting, punching or any use of violence)
- Extortion (demanding money/goods with threats)
- Cyber (all areas of internet, email and internet chatroom misuse.) Mobile threats by text messaging and calls. This can be known as “virtual bullying” and can occur in or outside school. Cyber bullying can happen 24/7. Misuse of associated technology ie: camera and video facilities including those on mobile phones.
- Racist (racial taunts, graffiti, gestures)
- Sexual (unwanted physical contact, sexually abusive comments)
- Homophobic (because of, or focussing on the issue of sexuality)

What are the signs and symptoms of bullying?

- A person may indicate by signs or behaviours that they are being bullied. Everyone should be aware of these possible signs and should investigate if the person:
- Is frightened of walking to or from school or changes route

- Changes their usual routine
- Is unwilling to go to school (school phobic)
- Becomes withdrawn, anxious or lacking in confidence
- Becomes aggressive, abusive, disruptive or unreasonable
- Starts stammering
- Threatens or attempts suicide or attempts self-harm
- Threatens or attempts to run away
- Cries themselves to sleep at night or has nightmares
- Feels ill in the morning
- Performance in school work begins to drop
- Comes home with clothes torn, property damaged or 'missing'
- Asks for money or starts stealing money
- Has unexplained cuts or bruises
- Comes home 'starving'
- Bullying others
- Changes in eating habits
- Is frightened to say what is wrong
- Afraid to use the internet or mobile phone
- Nervous or jumpy when a cyber-message is received
- Gives improbable excuses for their behaviour.

What causes Bullying?

People bully for different reasons. The reasons could be:

- to feel powerful
- jealousy
- to feel good about themselves
- to be in control
- because they want something (attention, possession or friends)
- to look good in front of other people
- to feel popular
- because of peer pressure
- to be big/clever
- because they are being bullied themselves
- because they see and pick on an easy target (small, won't tell anyone, lonely or different in some way)

How can we prevent Bullying?

We foster a clear understanding that bullying, in any form, is not acceptable. We do this by:

- Developing an effective anti-bullying policy and practice. The school will then become a safer and happier environment, with consequent improvements in attitudes, behaviour, and relationships and with a positive impact on learning and achievement.
- Regular praise of positive and supportive behaviour by all staff.
- Work in school which develops empathy and emotional intelligence (SEAL).
- Any incidents are treated seriously and dealt with immediately.

Why is it important to respond to bullying?

Bullying Hurts!

Everybody has the right to be treated with respect.

Everybody has the right to feel happy and safe.
No-one deserves to be a victim of bullying.
Bullies need to learn different ways of behaving.

Our school will respond promptly and effectively to reported incidents of bullying.

Roles

The role of Governors

The governing body supports the Headteacher in all attempts to eliminate bullying from our school. The governing body will not condone any bullying at all in our school, and any incidents of bullying that do occur will be taken very seriously, and dealt with appropriately.

The governing body monitors incidents of bullying that do occur, and reviews the effectiveness of this policy. The governors require the Headteacher 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.

A parent who is dissatisfied with the way the school has dealt with a bullying incident can ask for the matter to be investigated further. In this case they should refer to the school's Complaints Procedure.

The role of the Headteacher

It is the responsibility of the Headteacher to implement the school's anti-bullying strategy, and to ensure that all staff (both teaching and non-teaching) are aware of the school policy, and know how to identify and deal with incidents of bullying. The Headteacher reports to the governing body about the effectiveness of the anti-bullying policy on request.

The Headteacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The Headteacher draws the attention of children to this fact at suitable moments. For example, if an incident occurs, the Headteacher may decide to use a class circle time as the forum in which to discuss with other children why this behaviour was wrong, and why a pupil is being punished. Whole school assemblies may also be used to set standards and expectations on behaviour and to give a message to the whole school on anti-bullying themes. The school uses the SEAL lessons to support learning.

The Headteacher ensures that all staff, including lunchtime staff, receive sufficient training to be equipped to identify and deal with all incidents of bullying.

The Headteacher sets the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

The role of the Teacher and Support Staff

All the staff in our school take all forms of bullying seriously, and seek to prevent it from taking place.

Teachers keep their own records of all incidents that happen in their class, and that they are aware of in the school. Positive behaviour is promoted using the school's behaviour policy and one off incidents are dealt with by following the usual sanctions. However, if teachers witness an act of bullying, they will investigate it themselves and inform the Headteacher of

the outcomes. In clear cases of bullying, the matter will be referred to the Headteacher. Teachers and support staff do all they can to support the child who is being bullied (the victim). Parents of both the victim and the aggressor will be informed by the teacher or Headteacher wherever necessary – particularly where acts of bullying have continued after the initial incident has been dealt with.

When any bullying has taken place between members of a class, the teacher will deal with the issue immediately. This may involve counselling and support for the victim and sanctions for the offender. Time is spent talking to the child who has done the bullying, explaining to them why their action was wrong and how they should change their behaviour in future. Support is provided for both children. If a child is repeatedly involved in bullying, we inform the Headteacher and this can lead to exclusion for a fixed period or even lead to permanent exclusion.

In all cases, staff will invite the child's parents into the school to discuss the situation. In more extreme cases, e.g. where these initial discussions have proved ineffective, the Headteacher may contact external support agencies.

Teachers use a range of methods to help prevent bullying and to establish a climate of trust and respect for all. They use drama, role-play, stories etc., within the formal curriculum, to help pupils understand the feelings of bullied children, and to practise the restraint required to avoid lapsing into bullying behaviour. Circle time is used to praise, reward and celebrate the success of all children, and thus to help create a positive atmosphere. The use of SEAL lessons also support learning.

All children are actively taught to say 'No!' to bullies and walk away. They are asked to tell someone they trust about what has happened. The person they tell can then help them to seek further help from an adult or if it is a member of staff that the child has chosen to tell, that the incident will be treated with sensitivity and fairness. All staff are aware of the school's Behaviour Policy and sanctions to use with children who are actively involved in bullying.

The role of Parents

Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately. If they are not satisfied with the response, they should contact the Headteacher. If they remain dissatisfied, they should follow the school's complaints procedure.

Parents have a responsibility to support the school's behaviour and anti-bullying policies, actively encouraging their child to be a positive member of the school. They can also support the school by being a good role model themselves ensuring that they apply the ethos values of love, forgiveness and respect when dealing with any situation themselves.

On the school premises it is expected that all parents will behave with dignity and respect and will avoid any situations of confrontation or unpleasantness with other adults.

Parental Bullying

Unfortunately it is not unknown for a vulnerable child and his or her family to be bullied by other parents, whether wittingly or otherwise. This can take the form of encouraging

ostracisation by other parents and children and actually verbally abusing the parents or children themselves.

This is totally unacceptable behaviour and will not be tolerated at our school. Any parent engaging in such bullying behaviour towards other children or families runs the risk of being excluded from the school site – if necessary with the backing of a court order.

As a church school we operate from a position of tolerance and forgiveness and expect our parents to respect this. We have a duty to educate children from all backgrounds and of all abilities, including those who are emotionally vulnerable and behaviourally challenging. We are an inclusive school and are proud to be so.

The role of Pupils

All pupils have the right to feel safe. Pupils are encouraged to tell anybody they trust if they are or think they are being bullied, and if the bullying continues, they must keep on letting people know.

Pupils are also encouraged not to take the role of bystander but to stand up and speak up if they identify any bullying behaviours within the school.

Pupils are invited to tell us their views about a range of school issues, including bullying, in PSHE lessons through circle time.

Remember, bullying of any kind is unacceptable at our school and could lead to exclusion from the school.

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Support Agencies

Anti-bullying Alliance - the alliance brings together over 60 organisations into one network with the aim of reducing bullying. Their website has a parent section with links to recommended organisations who can help with bullying issues
www.anti-bullyingalliance.org.uk

Kidscape

www.kidscape.org.uk

02077303300

Childline – advice and stories from children who have survived bullying
08000 1111

Bullying on line

www.bullying.co.uk

Parentline Plus – advice and links for parents www.parentlineplus.org.uk
08088002222

Parents Against Bullying

01928 576152

Useful sources of information

Cyberbullying.org - one of the first websites set up in this area, for young people, providing advice around preventing and taking action against cyberbullying. A Canadian based site www.cyberbullying.org

Chatdanger - a website that informs about the potential dangers online (including bullying), and advice on how to stay safe while chatting www.chatdanger.com

Think U Know - the Child Exploitation and Online Protection Centre (CEOP), has produced a set of resources around internet safety for secondary schools
www.thinkuknow.co.uk

Know IT All for Parents – a range of resources for primary and secondary schools by Childnet International. Has a sample family agreement www.childnetint.org/kia/parents