

BAILEY GREEN PRIMARY SCHOOL
together with BAILEY'S BUTTERFLIES

ANTI-BULLYING POLICY

POLICY STATEMENT

At Bailey Green Primary School we are committed to providing a warm, caring and safe environment where we value our children's health and well-being for all our children so that they can learn and play in a relaxed and secure environment.

Bullying of any kind is anti-social behaviour, is unacceptable and will not be tolerated in our school. We take all incident of bullying seriously.

No child will be excluded or disadvantaged because of ethnic, culture or religion, home language, family background, special educational needs, disability, gender or ability.

However, we acknowledge that bullying does happen from time to time. When bullying does occur, everyone should be able to tell and know that incidents will be dealt with promptly and effectively in accordance with our anti-bullying policy.

This policy has been drawn up as a result of the legal requirement for all schools to have an anti-bullying policy with particular reference to The Children Act 1989, the SEN and Disability Act 2001, the Government Green Paper 'Every Child Matters' 2003 and The Children Act 2004. It also takes into account Keeping Children Safe in Education, particularly in relation to peer on peer abuse

Staff, governors, pupils and parents have been consulted during the review and amendment of the policy.

AIMS OF THE POLICY

The aim of this policy is to try and prevent and deal with any behaviour deemed as bullying.

All members of the school have a responsibility to recognise bullying when it occurs and take appropriate action in accordance with the school policy.

This will happen in the following ways:

- All governors, teaching and non-teaching staff, pupils and parents/guardians will have an understanding of what bullying is.
- All governors, teaching and non-teaching staff will know what the school policy is on bullying and will consistently and swiftly follow it when bullying is reported.
- All pupils and parents/guardians will know what the school policy is on bullying and what they can do if bullying occurs.
- Pupils and parents/guardians will be assured that they will be supported when bullying is reported.
- Whole school initiatives and proactive teaching strategies (PSHCE lessons, circle time, assemblies etc) will be used throughout the school to reduce the opportunities for bullying to occur.
- A positive, caring ethos will be created within the school environment where everyone can work, play and express themselves, free from the fear of being bullied.

WHAT IS BULLYING

The Government definition of bullying is:

Behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group, either physically or emotionally.

Bullying can be:

- Emotional – being unfriendly, excluding, tormenting (eg hiding books, threatening gestures, ridicule, humiliation).
- Verbal – name calling, sarcasm, spreading rumours, threats, teasing, making rude remarks, making fun of someone.
- Physical – pushing, kicking, hitting, pinching, throwing stones, biting, spitting, punching or any other forms of violence, taking or hiding someone's things.
- Racist – racial taunts, graffiti, gestures, making fun of culture and religion.
- Sexual – unwanted physical contact or sexually abusive or sexist comments.
- Homophobic – because of/ or focusing on the issue of sexuality

- Online/cyber – setting up 'hate websites' via the internet, sending offensive text messages, emails and abusing the victims via their mobile phones.
- Any unfavourable or negative comments, gestures or actions made to someone relating to their disability, special educational needs, social circumstances or health condition.

BULLYING IS NOT:

The odd occasion of falling out with friends, name calling, arguments or when the occasional trick or joke is played on someone. It is bullying if it is done several times on purpose.

It is an important part of children's development to learn how to deal with friendship breakdowns, the odd name calling or childish prank. We all have to learn how to deal with these situations and develop social skills to repair relationships.

WHERE DOES BULLYING HAPPEN?

It can happen anywhere – in the classroom, in the corridor, in the toilets, in the dining hall, in the playground and on the way to and from school, but schools are only legally responsible for bullying incidents which occur on the school premises.

However, at Bailey Green Primary School we will do what we can to support any bullying issues that occur off the school premises.

SIGNS AND SYMPTOMS

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

- Is frightened of walking to or from school
- Begs to be driven to school
- Changes their usual routine/ route to school
- Begins truanting
- 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 under-perform in school work
- Comes home with clothes torn or books damaged
- Has possessions that 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/snacks/sandwiches have been stolen)

- Becomes aggressive, disruptive or unreasonable
- Starts swearing or using aggressive language for no apparent reason
- Is bullying other children or siblings
- Stops eating
- Is frightened to say what's wrong
- Gives improbable excuses for any of the above

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be taken seriously and investigated as soon as possible.

PROCEDURES TO DEAL WITH INCIDENTS OF BULLYING

All staff will respond calmly and consistently to all allegations and incidents of bullying. They will be taken seriously by all staff and dealt with impartially and promptly. All those involved will have the opportunity to be heard. Staff will protect and support all children involved whilst allegations and incidents are investigated and resolved.

The following step-by-step procedure will be used when a related bullying incident is reported by a pupil:

1. Staff will listen and speak to all children involved about the incident separately, make sure the victim feels safe and will record the incident on the school's incident sheet.
2. Appropriate action will be taken quickly to end the bullying behaviour or threats of bullying (based on the sanctions listed in the school's behaviour policy).
3. A pink incident log sheet will be completed and passed to the headteacher. These are stored in the school office as they may build up a picture.
4. Parents will be informed of the incident and will be asked to support their children and the school's actions.
5. Staff will reinforce to the bully that their behaviour is unacceptable.
6. The bully (bullies) will be asked to apologise in a genuine way.
7. If possible, the pupils will be reconciled and the situation will be monitored.

If the situation persists or a more serious incident occurs:

1. Staff will keep more detailed written records and involve the Senior Management Team and Headteacher.
2. If the parents of both parties aren't already informed they will be contacted at this point and will be invited to come into school for a meeting to discuss the problem. The children will also be involved at this meeting where warnings/sanctions will be discussed.
3. After the meeting, the case will be monitored to ensure that the bullying stops and feedback will be given to parents if necessary.
4. An additional sanction may be to arrange for the child to be escorted from the school premises.
5. As a last resort ultimate sanctions will be fixed term exclusion followed by permanent exclusion if the situation is not resolved.

STRATEGIES FOR THE PREVENTION AND REDUCTION OF BULLYING

- Whole school initiatives and proactive teaching strategies will be used throughout the school to develop a positive learning environment with the aim of reducing the opportunities for bullying to occur.
- Involving the whole school community in writing and reviewing the policy.
- Undertaking the questionnaires which include questions about staying safe and bullying.
- Producing a 'child speak' version of the policy for the children.
- Each class agreeing on their own set of class rules.
- Making national anti-bullying week a high profile event each year.
- Awareness raising through regular anti-bullying assemblies.
- PSHCe scheme of work use to support this policy.
- Use of the SEALS material to promote anti-bullying.
- Circle time on bullying issues.
- School Council and Playground Buddies to help and support individuals experiencing difficulties.
- Children writing stories and poems and drawing pictures about bullying.
- Children being read stories about bullying.
- Using drama activities and role-plays to help children be more assertive and teach them strategies to help them deal with bullying situations.
- Prominently displaying anti-bullying posters produced by the children around the school.
- Using praise and rewards to reinforce good behaviour as outlined in the School Behaviour Policy.
- Encouraging the whole school community to model appropriate behaviour towards one another.
- Build up links with local community Police.

MONITORING AND EVALUATION OF THE POLICY

To ensure this policy is effective, it will be regularly monitored and evaluated.

Questionnaires completed by the whole school community will be used to gauge the effectiveness of the policy.

Following its annual review any amendments will be made to the policy and everyone informed.