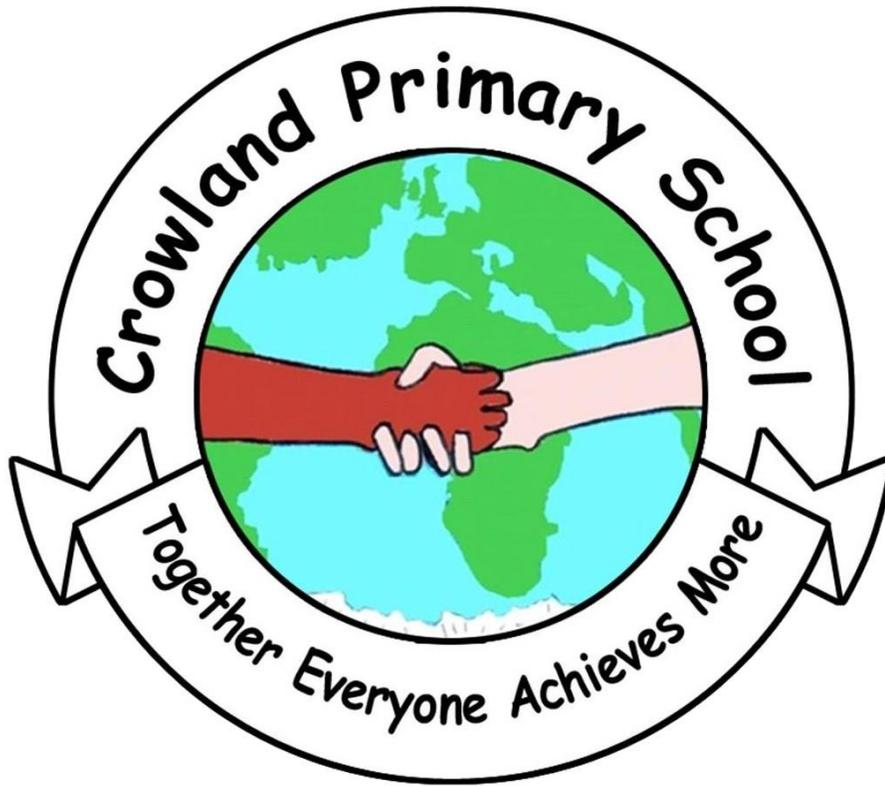


CROWLAND PRIMARY SCHOOL



Anti-Bullying Policy 2016

Crowland Primary School

Anti-Bullying Policy

This policy should be read as part of our Behaviour policy, and elaborates on the aspects of bullying contained in that document.

Policy Statement

Bullying is the pre-meditated dominance of one person over another. It is a pattern of deliberately hurtful behaviour, physical, psychological or indirect, rather than an isolated incident. It may be difficult for those being bullied to defend themselves. Victims of bullying often feel ashamed they have been picked on and may have been threatened not to tell anyone. Bullying is totally unacceptable and will not be tolerated. The school will act as early as possible should bullying occur.

Aims

- To reduce and attempt to eradicate all incidents of bullying
- To encourage all members of the school community to take responsibility for the care and safety of others
- To ensure that all children and adults within school have a common understanding of what bullying is and how to deal with incidents should they occur
- To communicate clearly to children, parents and carers the schools strong response based on zero tolerance
- To develop the sense of right and wrong in our school community
- To be alert to the signs of bullying and harassment and to report any incidents as appropriate

Equality Statement

We believe it is the right of all children, regardless of their gender, ethnicity, physical ability, linguistic, cultural or home background, to have access to quality learning experiences in a safe, secure and supportive environment. We recognize that certain groups and individuals may be discriminated against and therefore are strongly committed to positive action to remove and challenge discrimination in all aspects of the school and its work. We recognize that adults may have preconceived expectations of children's behaviour and we are committed to challenging discrimination and stereotypes.

Implementation

Bullying will not be tolerated in our school. It is everyone's responsibility to prevent it happening. The school will respond promptly when bullying is identified.

What is bullying?

Bullying can take many forms;

- Verbal: name calling, threatening language etc
- Cyber Bullying
- Psychological: excluding from the group, refusing to talk to or even acknowledge an individual, whispering and looking.
- Physical: hitting, kicking, grabbing an individual; taking or hiding another's property etc

At Crowland Primary we acknowledge that bullying happens from time to time, indeed it would be unrealistic to claim that it does not.

Detection

The following are some types of behaviour, which could help to detect if a child is being bullied.

- A sudden dislike of certain places or journeys
- Starts having nightmares or interrupted sleep
- Becomes withdrawn and anxious
- School performance starts to suffer
- Feels ill at certain times of the week
- 'loses' valuable possessions
- Has unexplained bruises or cuts
- Cries in secret
- Asks for extra pocket money, sweets etc.
- Be unwilling to go to school
- Refuse to say what is wrong

This type of behaviour can be brought about by a whole range of worries, so having identified the existence of a problem, the school will investigate it further

Strategies to address bullying

The school uses a range of whole school strategies to address bullying and to reinforce positive behaviour. These include:

- Regular class discussions eg circle time to discuss playground behaviour or other friendship issues concerning the children
- Reminders of our school rules and what is acceptable behaviour
- Celebration of achievement assemblies in which positive behaviour is recognized
- Teaching children not to tolerate bullying
- Helping children to develop positive strategies and assertion
- PSHE curriculum and role play linked to bullying and friendship issues
- Use of materials to support children to develop skills

The strategies used depend on the particular circumstances and children involved. A combination of strategies is essential to reduce incidents of bullying. The school will respond in a way which will encourage learning of improved behaviour. It is important that we encourage disclosure and confidence and that effective action is taken.

Children are taught to follow the school's Anti-Bullying Code to help them understand what to do if they are a witness to or a victim of bullying.

Peer mentoring led by Learning Mentor

- Perfect system aimed at supporting vulnerable children
- Dedicated anti-bullying week

ANTIBULLYINGCODE

If you see someone being bullied;

- DON'T rush over and take the bully on
- DO let an adult know
- DO try and be a friend to the person being bullied
- DON'T join in

If you are a victim of bullying:

- TELL an adult in the school
- TELL your family
- KEEP TELLING people until you feel safe
- TAKE A FRIEND with you to report bullying if you are scared to go alone
- DON'T blame yourself for what is happening

How the school responds to bullying

Children know who to go to in the first instance. This may be an adult that works in their class but could be any other adult or child in the school that they trust. The school's Learning Mentor plays a pivotal role in implementing a zero – tolerance policy.

When an allegation has been made the Learning Mentor will follow it up and liaise with the Deputy Head Teacher. S/he will keep a record in the BULLYING INCIDENT FILE and, through discussion with involved members of staff, decide what action to take from there. Any member of staff who is informed of a bullying allegation should make this known to the Learning Mentor so that it can be logged. The adult seeing the process through should keep the Learning Mentor informed so the situation is formally monitored.

How to deal with children following an allegation of bullying

- Stay calm and calm the victim
- Find somewhere quiet to talk
- Talk with the 'victim' about their feelings. It is important to listen carefully and take what is said seriously and to reassure the 'victim'
- Talk to the perpetrator/s about their actions and the feelings of the 'victim'
- Talk with others involved. This will include bystanders/colluders who joined in but did not initiate any bullying
- Explain the problem to the children involved, talking about the way the victim feels and drawing attention to the distressed caused attention to the distress caused. Details should not be given or blame allocated. The group should be helped to understand that they are responsible and can do something about it.
- Ask each member of the group to suggest a way in which the victim could be helped to feel happier.
- Ask all of the group to take responsibility and arrange to see them later to find out how things are going.
- Talk to all members of the group including the victim, at least one week later.
- Inform the Deputy Head Teacher and record the incident in the school log
- Both bullied and bullying parties are informed that the situation is being monitored by the Learning Mentor.
- Parents and carers of both parties should be informed and invited to discuss the matter with the Learning Mentor/Deputy Head Teacher. A dialogue will aim to protect the victim and support the bully understanding the 'negative spiral' of bullying.

As a result of the dialogue clear expectations will be discussed and these will be specific to the individual circumstances.

How to deal with allegations of bullying made against staff.

- If there is an allegation of bullying by a member of staff to a child. This must be referred to the Headteacher immediately who will follow safeguarding procedures.
- If there is an allegation of bullying is the Headteacher this must be referred to the chair of governors who will follow safeguarding procedures.
- All allegations of staff bullying staff should be referred to the Headteacher and dealt with under the Haringey employee disciplinary procedures.

We operate zero tolerance to bullying. Persistent bullying may result in exclusion from school.

Advice to Parents and Carers

- Do not keep your child away from school if you think they are being bullied
- Bring your child in to school so we can support your child and overcome the difficulties. Please never confront other children or their parents/carers, It only makes the situation worse
- Watch out for signs—unwillingness to attend school, illnesses etc. If you think your child is being bullied inform the school immediately and ask for an appointment with a member of staff.
- If you are not happy with the outcome, make an appointment with the Deputy Head Teacher/Headteacher
- It is everyone's responsibility; please allow the school time to investigate the problem. What has taken weeks to develop cannot be resolved in a day.

Management Arrangements

Regular meetings take place with the School Meals Supervisory Assistants and Sports Coaches. Any incidents will be brought to their attention, for special vigilance during the lunchtime. The Pastoral Manager/Deputy Head Teacher will lead these meetings.

Business meetings—concerns regarding bullying will be raised by any staff members through inclusion on the open agenda.

The Pastoral Manager is responsible for monitoring the incident log.

Date: January 2016

Review: January 2018