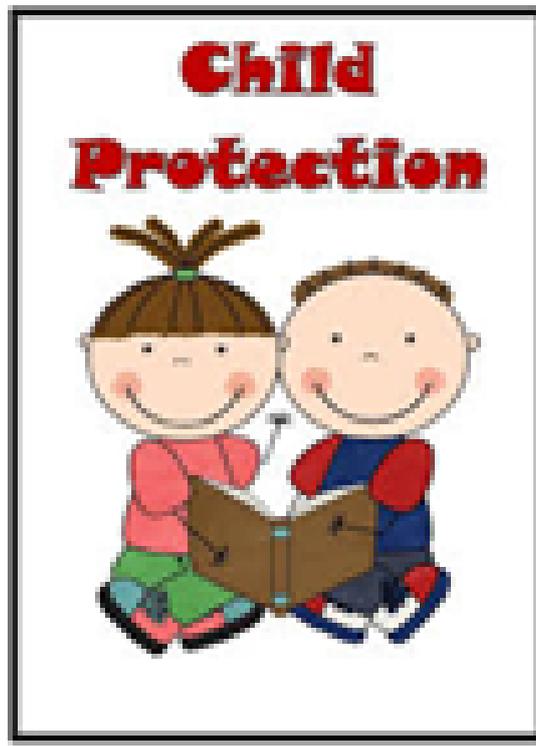


Anti Bullying Policy



Anti Bullying Policy

Rationale

The staff of Greenhaw Primary school endeavour to provide a school atmosphere in which all pupils are cared for in a friendly and safe environment and that learning can take place in a calm and secure atmosphere. (Article 28 UNCRC) In this school we believe that all children have a right to an education free from bullying or the threat of bullying. All members of the school community have a right to work, enjoy and learn in a secure and caring environment. It is the responsibility of all those involved in the school to ensure that bullying is unacceptable and this policy contains guidelines to support this ethos.

However there may well be situations arising where bullying occurs. We believe that the targets of bullying should be able to talk in confidence in a secure and caring setting about their experiences. They should know that the school will not tolerate bullying and will enforce measures promptly and effectively which should help to eradicate it. All members of the school community also have a responsibility to contribute, in whatever way they can, to the protection and maintenance of such an environment. (Article 3 UNCRC)

This document outlines how we make this possible at Greenhaw Primary School.

Aims

- To promote a secure and happy environment where all children can learn without threat or intimidation from another individual or group. (Article 31 UNCRC)
- To discourage bullying by implementing pro active measures which may contain the following:
 - Circle time
 - Classroom rules
 - Assemblies
 - Class Councils
 - School Councils
 - Buddy Systems
 - Paths Programme - Pupil of the Day
 - R.E. Programme
 - Pupils being witness to examples of good social interaction between adults within the school
 - Pupils will receive affirmation for displaying examples of caring attitudes/behaviour towards each other.
- To show a commitment to overcoming bullying by putting in place measures designed to eliminate it and to show that the school practices a zero tolerance to it. (Article 19 UNCRC)

What do we mean by bullying?

Bullying behaviour is the repeated use of power of one or more people to deliberately hurt or deny another person their needs and rights resulting in the inability to defend themselves. It is an act of aggression, causing embarrassment, pain or discomfort to someone. It can take a number of forms; physical, verbal, making gestures, extortion and exclusion. It is an abuse of power. It can be planned and organised, or it may be unintentional. It may be perpetrated by individuals or by groups of pupils.

Types of Bullying

Emotional Bullying

This can include tormenting, hiding belongings, being unfriendly, excluding someone from a group, ignoring someone or threatening someone.

Verbal Bullying

This can involve name calling, teasing, using offensives nicknames, taunting or threatening, spreading rumours, picking on someone because they are different (overweight, tall, small, have a disability) or because the person is from a different religious, racial or cultural background. It can also result from the persistent belittling of another pupil's achievements

Physical Bullying

This can include pushing, kicking, hitting, pinching, spitting and any other use of violence.

Cyber Bullying

This includes the use of mobile phones to send hurtful texts or photographs and the use of social networking sites to post inappropriate and hurtful messages and photographs.

Other Bullying

This includes deliberate damage of someone else's property or the taking of property without permission, for example sweets, stationery, books, and money it may also involve racist, sexual or homophobic taunts.

Actions to tackle Bullying

The staff at Greenhaw Primary School believes that in relation to bullying, prevention is better than cure. They remain vigilant to signs of potential bullying and diffuse any situation promptly. All reports of bullying are taken seriously and the targets are listened to in a caring and sympathetic manner. Whenever possible the curriculum is used to reinforce the ethos of the school and to help pupils to develop strategies to combat bullying.

Pupils are told that they must report any incidence of bullying to an adult within school and that they are being bullied or if they see bullying taking place it is their responsibility to report this to a teacher or another member of staff. All reported incidents of bullying will be investigated. A record will be kept of more serious incidents. The class teacher will be responsible for this and will be required to give a copy of the report and action taken to the vice principal who will place the report in the appropriate file.

In order to ensure that effective maintaining of such occurs and to facilitate co-ordinated action, all proven incidences of bullying should be reported to the principal.

Upon discovery of an incident of bullying, we will discuss with the children the issues appropriate to the incident and to their age and level of understanding. If the incident is not too serious, a problem-solving approach may help. The adult will try to remain neutral and deliberately avoid direct, closed questioning which may be interpreted as accusatory or interrogational in style. Each pupil must be given an opportunity to talk and the discussion should remain focused on finding a solution to the problem and stopping the bullying recurring.

There are various strategies that can be applied if more than one pupil is involved in bullying another. Assemblies, class discussions, role-play and other drama techniques can be used as well as Circle Time. If held regularly, this can be an effective way of sharing information and provide a forum for discussing important issues such as equal rights, relationships, justice and acceptable behaviour. It can also be used just within the affected group to confront bullying that already exists.

Targets who are worried about openly discussing an incident when the aggressors are present are encouraged to leave a note on the teacher's desk indicating that they wish to speak to the teacher in private. In KS1 classes pupils are encouraged to come forward to the teacher or classroom assistant

to express their anxieties. Targets who are bullied need to feel secure in the knowledge that assertive behaviour and even walking away can be effective ways of dealing with bullying.

The Responsibilities of Staff

Our staff will:

- Foster in our pupils self-esteem, self-respect and respect for others.
- Demonstrate by example the high standards of personal and social behaviour we expect of our pupils.
- Discuss bullying behaviour with all classes, so that every pupil learns about the damage it causes to both the child who is bullied and to the person who exhibits bullying behaviour and the importance of telling a teacher about bullying when it happens.
- Be alert to the signs of distress and other possible indications of bullying behaviour.
- Listen to children who have been bullied, take what they say seriously and act to support and protect them. (Article 39 UNCRC)
- Report suspected cases of bullying behaviour to the DTCP.
- Follow up any complaint by a parent about bullying, and report back promptly and fully on the action which has been taken.
- Deal with observed instances of bullying about promptly and effectively, in accordance with agreed procedures.
- Maintain accurate records of incidents.
- Liaise with external agencies when necessary.

Parental Involvement

In more serious cases of bullying the parents of bullies and their targets will be informed of the incident and the action that has taken place and asked to support any strategies proposed to tackle the problem. Should a parent report a concern to the school he/she must be informed in writing within five days of any action/outcome. The bully will also be reminded of the possible consequences of bullying and the sanctions for repeated incidents will be clearly explained to him/her. (Persistent bullies may be excluded from class). Where necessary the school will enlist the support of outside agencies, WELB Behaviour Support Service, Education Psychology Service and the Education Welfare Officer.

The Responsibilities of Parents

We ask our parents to support their children and the school by:

- Watching for signs of distress or unusual behaviour in their children, which may be evidence of bullying.
- Advising their children to report any bullying to their class teacher or the DTCP and explain the implications of allowing the bullying to continue unchecked, for themselves and for other pupils.
- Advising their children not to retaliate violently to any forms of bullying.
- Being sympathetic towards their children, and reassuring them that appropriate action will be taken.
- Informing the school of any suspected bullying, even if their child is not involved.
- Co-operating with the school, if their children are accused of bullying, try to ascertain the truth. To point out the implications of bullying, both for the children who are bullied and for themselves.

The Responsibility of Pupils

We expect our pupils to:

- Refrain from becoming involved in any kind of bullying, even at the risk of becoming temporarily unpopular.
- Intervene to protect the pupil who is being bullied, unless it is unsafe to do so.
- Report to a member of staff any witnessed or suspected instances of bullying, to dispel any climate of secrecy and help to prevent further instances.

Any pupil who becomes the target of bullies should:

- Not suffer in silence, but have the courage to speak out, to put an end to their own suffering and that of potential targets.

Date of review:

Principal:.....

Chair of Governors:.....

Bullying Incident Report Form

Name of Pupil:

Year Group:

Date

Details of incident

Incident reported to and by whom

Action taken

Signed by

Pupil

Class teacher