



## Glenthorne Community Primary School

### Anti-bullying Policy

At Glenthorne Primary School we believe that all pupils have a right to learn in a supportive, caring and safe environment without the fear of being bullied. We promote good behaviour. It is made clear that bullying is a form of anti-social behaviour. It is wrong and will not be tolerated.

#### What is bullying?

Bullying is any deliberate, hurtful, frightening, threatening behaviour by an individual or a group towards other people. It occurs more than once, is one sided and happens on purpose, and encompasses all forms of communication.

#### Bullying behaviour includes:

- **Physical:** hitting, kicking, spitting, pushing, pinching, throwing stones or any other forms of violence.
- **Verbal:** name calling, swearing, spreading rumours, threats, teasing. This may be directed towards gender, ethnic origin, physical/social disability, personality, etc.
- **Emotional:** being unfriendly, excluding, tormenting, ridicule and humiliation.
- **Cyber-bullying:** texting, emailing, social networking.
- **Damage to property, or theft:** pupils may have their property damaged or stolen.

#### What can children do if they are being bullied?

- Tell someone that they can trust - it can be a teacher, a teaching assistant, a member of the lunchtime team, a parent, a friend, or a relative. Generally it is best to tell an adult they trust straight away. They will get immediate support.
- Tell themselves that they do not deserve to be bullied and that it is wrong.
- Try not to show the bully that they are upset. It is hard, but a bully thrives on someone's fear.
- Stay with a group of friends/people. Bullies usually pick on individuals.
- Write down the problem and give it to an adult member of staff.

#### What can children do if they know someone is being bullied?

- Take action! Watching and doing nothing looks as if they are on the side of the bully.
- If they feel they cannot get involved, they should tell an adult immediately. Teachers will deal with the bully without getting them into trouble.
- Do not be, or pretend to be, friends with a bully.

#### Strategies for dealing with bullying

The following is a list of actions available to staff depending on the perceived seriousness of the situation. If bullying is suspected/reported:

- The head teacher will be informed.
- A member of staff will be nominated to carry out an initial investigation.
- The member of staff will talk to and listen to the suspected victim, and any witnesses, making sure that the children feel safe to talk.
- The member of staff will talk to the bully about what has happened, to discover why they became involved. They will make it clear that bullying is not tolerated at Glenthorne Community Primary School.
- The problem will be identified and possible solutions agreed.
- Sanctions from the behaviour policy will be applied.
- Parents will be informed on all matters identified as bullying.

- If the situation is not resolved, then the headteacher, working with the Special Educational Needs Coordinator (SENCo) where relevant, will intervene and a behaviour plan may be written.
- All incidents of bullying will be recorded as such in the School Incident Log.

#### **Action to be taken to support the victim:**

- Environmental changes will be made if necessary - classroom, playground to ensure that child feels more secure.
- Staff must communicate with other staff and record, where relevant, any incidents or concerns in classroom 'Behaviour Log'.
- The situation will continue to be monitored by all staff to ensure no repetition. Children will be observed at break times, lunchtimes and in the classroom Any follow-up findings will be recorded in the monitoring section of the classroom 'Behaviour Log'.
- Key friends identified by the child will be asked for extra support.
- The child will nominate an adult in school whom they trust and feel they can talk to.
- The child will be made aware of the importance of immediate reporting of any further incidents.
- Parents will be invited into school so that action taken can be shared.
- The SENCo and the class teacher will work together to assess whether the child needs support in the development of social skills - assertiveness, language skills.

#### **Action to be taken to support the bully:**

Type and method of support will depend on individual needs, age and maturity of the child.

- It may be suggested that the children involved meet with the support of their class teachers.
- It will be made clear to the child that their behaviour is unacceptable because of the effect that it is having on the other child.
- The child may be asked what they hoped to gain by their behaviour - if their answer indicates that a need is not being met, then this will be addressed through discussion with parents.
- The child will be reminded that they are responsible for their behaviour and there are consequences for poor behaviour.
- Sanctions for behaviour may include the removal of breaks, lunchtimes - parents will be informed which sanctions will be used.
- Following the implementation of a behaviour plan, if the behaviour persists, then outside agency support may be requested to address the needs of the child, with the permission of parents.
- If further sanctions are needed the Headteacher may use exclusion, but this is a last resort and is not a cure. Incidents which result in this will be reported to the governing body.

#### **Role of Parents**

Parents have an important part to play in our anti-bullying policy. We ask parents to:

- Look out for unusual behaviour in your children - for example, they may suddenly not wish to attend school, feel ill regularly, or not complete work to their usual standard.
- Always take an active role in your child's education. Enquire how their day has gone, who they have spent their time with, etc.
- If you feel your child may be a victim of bullying behaviour, please inform school. Your complaint will be taken seriously and appropriate action will follow.
- If you feel your child has been bullied by another child, please do not approach that child or the child's parent on the playground, please inform school immediately.
- It is important that you advise your child not to fight back. It can make matters worse!

- Tell your child that it is not their fault that they are being bullied.
- Reinforce the school's policy concerning bullying and make sure your child is not afraid to ask for help.

**Review**

This policy will be reviewed Spring Term 2015.

This Policy was agreed by *Governors* on:

Chair of Gobs: .....

Headteacher: .....

Date: .....

Date: .....