

Sherburn Primary School

Anti- Bullying Policy



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Introduction

Sherburn Primary has a commitment to social inclusion. It is a government requirement that all schools have an anti-bullying policy. Sherburn Primary stakeholders believe that it is essential that children feel safe and welcome in school, as only then will they be able to learn effectively. We will not tolerate bullying in our school.

Bullying involves dominance of one person by another, or a group of others, is pre-meditated and usually forms a pattern of behaviour.

Bullying can affect anyone regardless of age, gender, size or race: it is not only restricted to children at school, it can affect families, all members of the school community including staff, governors and pupils. It is our duty to teach children how to deal effectively with bullying so they are appropriately equipped to deal with it, not only in school but also in later life should they encounter it.

Definition of bullying

We have adopted the DCSF definition of bullying which describes it as,
“Deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves.”

Within school we recognise and target all forms of bullying, including:

- Physical - hitting, kicking, spitting, tripping someone up, stealing/damaging someone's belongings, etc.
- Verbal - name-calling, insulting a person's family, threats of physical violence, spreading rumours, constantly putting a person down, etc.
- Emotional/psychological - excluding someone from a group, humiliation, creating a feeling of danger, etc.
- Racist - insulting language/gestures based on a person's actual or perceived ethnic origin or faith, name-calling, graffiti, racially motivated violence, etc.
- Sexual - sexually insulting language/gestures, name-calling, graffiti, unwanted physical contact, etc.
- Homophobic - insulting language/gestures based on a person's actual or perceived sexuality, name-calling, graffiti, homophobic violence, etc.
- Disabled – name calling, insulting language/gestures based on a person's actual or perceived disability.
- Electronic – cyber bullying by text message and on the internet (in chat rooms, smart phone apps, social media, online multiplayer games and through other instant messaging services). We endeavour to be proactive with regards new developments in the technology our children use and regularly update our staff and pupils on keeping safe online.

Aims and Objectives

Sherburn Primary School aims to:

- provide an environment which encourages support for others and will not tolerate bullying
- ensure that all members of our school community feel happy, safe and secure
- promote equality of opportunity for all
- help pupil develop self-esteem and respect for all members of the school community
- actively challenge bullying
- raise awareness of the issues of bullying
- make the whole school community aware of the school's anti-bullying strategies
- support children in their developing knowledge of how to deal with unwanted occurrences
- provide a curriculum which allows pupils opportunities to explore issues surrounding bullying e.g. through our PSHCE curriculum

GUIDELINES

Procedures for dealing with an incidence of bullying

- As soon as an incidence of bullying occurs, the Head Teacher or Senior Member of staff must be informed.
- Alleged victims are listened to in a sensitive manner and their views taken seriously. They will be informed of what action will be taken, the timescale of proposed investigations and reassured that all possible steps will be taken to ensure their safety. The alleged victim's involvement in this process will form part of the solution.
- Alleged bullies will be listened to in a sensitive manner and their views taken seriously. They will be informed of what action will be taken and of the time scale of any possible investigations. The alleged bully's involvement in this process will form part of the solution.
- Parents of bullied children are to be made aware of how the school perceives the situation and listen to the views of the parent. The school will suggest appropriate ways as to how parents may deal with the situation and what action they may take.
- School will offer to support parents to tackle incidents of bullying which occur outside of school by helping them to liaise with appropriate agencies and providing information.
- Parents of children who bully will be informed of what action the school will take when bullying is reported to them and make suggestions about appropriate action on the part of the parent.

What a pupil being bullied may expect

Staff will:

- Raise the child's self-esteem by reassuring and offering praise and concern as appropriate.

- Reassure victims of bullying that action will be taken and solutions will be found.
- Explain that responding directly to taunts encourages the child bullying and that ignoring such behaviours not only weakens the power of that child but strengthens their (the victim's) position.
- Encourage victims to “walk, find or talk” (walk away, find a buddy, talk to a teacher) although it is understood that it is not always easy or indeed possible to walk away.
- Minimise the opportunities for bullying to occur, but remind potential victims that their safety is paramount and that they should avoid confrontations.
- Encourage children to write about what is happening and how they feel in their personal journals and to share this with a member of staff.
- Encourage victims and alleged bullies to make use of the Mini-buds, Buddies, Mediators and staff. (Remember, bullies often have complex issues themselves which they will require support to address).

What a pupil bullying may expect

- Pupils who bully must understand that their actions are unwanted, unwarranted and will not be tolerated by the school community.
- Incidents will be investigated fully, all involved interviewed and records kept.
- The person bullying must apologise for his/her actions in an appropriate manner, at an appropriate time.
- The Behaviour Policy will be followed and sanctions given accordingly.
- Once an incidence of bullying has been confirmed, the parents of both victim and pupil perpetuating the bullying will be informed and this will be logged by the Head Teacher or member of staff.
- Support will be available to help pupils who bully to deal with their own issues.
- Incidents will be reported to Governors
- A follow-up meeting will be arranged for a later date to ensure bullying has stopped
- Records of all meetings will be kept

Supporting our Anti-bullying Initiative

- School staff help children with minor disputes to resolve these issues before they escalate to something greater.
- All children discuss bullying as part of their SMSC work.
- Pupils are taught that people make mistakes, have to accept responsibility for their mistakes and the affect these mistakes may have on others.
- The school constantly strives to ensure our school is a bully-free zone.
- Pupils are also shown that they may respond to events in three ways: passively, aggressively and assertively. They are encouraged to understand that an assertive response can maintain respect for self and others equally.

The Role of the Head Teacher

It is the responsibility of the Head Teacher to implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying. The Head Teacher reports to the

Governing Body about the effectiveness of the anti-bullying policy in the Head Teacher's Report to Governors.

The Role of Governors

The Governing Body supports the Head Teacher in all attempts to eliminate bullying from our school. The Governing Body monitors the incidents of bullying that occur, and reviews the effectiveness of the school policy regularly. The Governors require the Head Teacher to keep accurate records of all incidents of bullying and to report to them on request about the effectiveness of school anti-bullying strategies.

The Role of School Staff

Staff in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place. Teachers record all notable incidents that happen in their class and that they are aware of in the school and, where appropriate, pass this information on to the Head Teacher. It is the teacher's duty to support all children in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.

The Role of Pupils

All pupils within school participate in a range of anti-bullying events and activities through whole school assemblies, SMSC and RE lessons. School also marks the annual Anti-Bullying Week with special assemblies and class work.

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. Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school. If, after discussing the issue with the class teacher, parents are still concerned they should contact the headteacher.

Date March 2019

Review Date Spring Term 2021

Monitored by Curriculum Committee of Governing Body & Headteacher Miss S Cornforth