

Warton Nethersole's C.E. C Primary School

Anti-bullying policy

The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at school.

Definition of Bullying

We define bullying as deliberate, hurtful behaviour or aggression which is often repeated over a period of time. It is difficult for those being bullied to defend themselves.

1. Bullying may include one or more of the following: (hitting, kicking, theft)

Direct

- physical: being hit, kicked, pinched, spat at or threatened
- verbal: being called names

Indirect:

- making a fool of someone
- teasing or sending nasty notes
- sending nasty text messages by mobile phone
- contributing hurtful statements on web pages
- homophobic name calling or harassment
- spreading rumours and malicious gossip about someone
- deliberately destroying another child's property
- repeatedly excluding a child by not talking to them or not letting them join in

BUT it is not bullying when two children of roughly the same age and strength have the occasional fight or quarrel.

Bullying is completely unacceptable inside or outside our school in any form and children are frequently reminded of this. Cases of bullying, or alleged bullying, are not common, but when they are revealed they are always investigated thoroughly, and when children are found guilty of bullying they are dealt with appropriately. This will include helping them to understand why their behaviour is wrong and how they can change it.

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Pupils must be encouraged to report bullying in schools.

Schools' teaching and support staff must be alert to the signs of bullying and will act promptly and firmly against it in accordance with school policy.

We believe that everyone should have the right:

- to be an individual
- not to be bullied
- to say 'no' firmly to anything they think is wrong and to protect themselves by ignoring others or walking away;
- to tell a member of staff if someone is making them unhappy
- to tell a member of staff if they are unhappy about what they see happening to others

Statutory Duty of Schools

Head teachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils.

Prevention of Bullying

As a school we are committed to providing a happy, safe and secure environment for all children. One way we can achieve this is by adopting strategies to prevent or discourage bullying.

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHE, circle time, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour.

These are some of the strategies we employ:

- we foster group work and co-operative learning;
- we hold regular sessions of Circle Time, which helps to raise self-esteem and improve trust among children;

- we provide opportunities for children to discuss their feelings and concerns with staff
- we promote an atmosphere of openness
- we provide opportunities to explore issues related to bullying in creative writing, drama and art
- we make efforts to supervise children carefully
- we give older pupils training in the skills of Peer Mediation
- we listen carefully to children.

Children are encouraged to tell staff of any incidents concerning bullying and should feel confident that staff will listen to them and take them seriously. Staff will make every effort to watch and listen carefully for any signs of bullying and be prepared to act firmly against it.

Procedures for Dealing with Bullying

When an allegation is made the following procedures will be put into operation.

- A clear account of the incident will be recorded and given to the head teacher
- The head teacher will interview all concerned and will record the incident
- Parents will be informed
- School sanctions towards the bully will be implemented as set out in the Behaviour Policy

Pupils

Pupils who have been bullied will be supported by:

- offering an immediate opportunity to discuss the experience a member of staff of their choice
- reassuring the pupil
- offering continuous support
- restoring self-esteem and confidence

Pupils who have bullied will be helped by:

- discussing what happened
- discovering why the pupil became involved
- establishing the wrong actions and need to change
- informing parents or guardians to help change the attitude of the pupil

The following disciplinary steps will be taken in line with the schools' Behaviour Policy.

- official warnings to cease offending
- loss of break time/ break taken on a different playground
- exclusion from certain areas of school premises
- minor fixed-term exclusion
- major fixed-term exclusion
- permanent exclusion

Involvement of Parents

We believe that parents should be involved with all aspects of their child's education. This applies also to their behaviour, good or bad.

The school relies very much on children and parents alerting staff of a problem. Early notification of any problems helps us to solve them more quickly. Parents should be aware that the school needs to be informed if there are any problems or worries at home that might affect a child's work or behaviour.

'Fighting Back'

In this school, we actively discourage children from 'fighting back.' We believe that if a child has a problem caused by someone else, then the correct way of dealing with it is to tell a grown-up. This is how the problem gets sorted out - not by retaliation or confrontation.

Parents need to be aware of this policy in school and we ask for their support in reinforcing and implementing it.

Monitoring and Review

This policy was drawn up in consultation with staff, governors, parents and children. The school will review this policy annually and adjustments made accordingly'

The implementation and effectiveness will be assessed regularly. The policy will be promoted and implemented throughout the school.

Review Dates: November 2008.....

November 2009.....