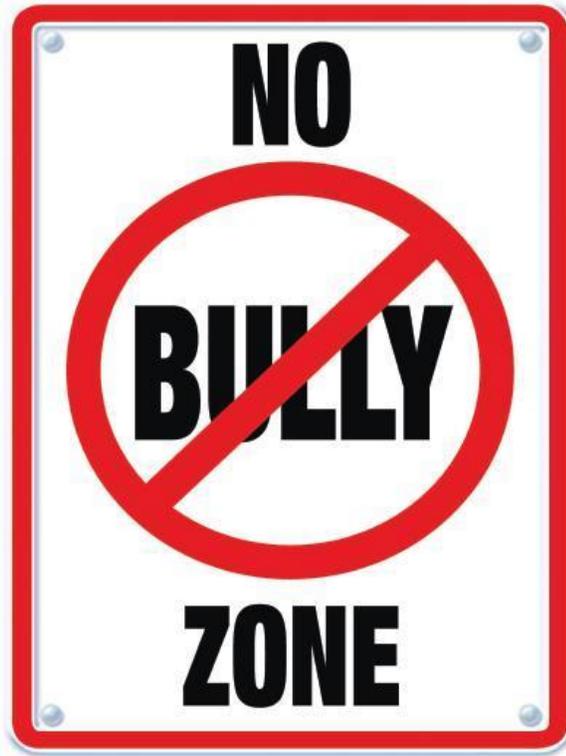


LOWER KERSAL PRIMARY SCHOOL

ANTI-BULLYING POLICY



Head teacher:

Miss Sarah Steward

DSPCP:

Mrs M Rogers

Reviewed: August 2017, September 2018

In class discussions take place to encourage children to discuss and offer opinions on several issues that may affect them throughout their school life. Bullying is discussed each year or if/when an incident arises.

The children of this school have agreed that Bullying is:

- ‘Behaviour that happens continuously over a period of time’
- ‘Behaviour that is to hurt your body or your feelings’
- ‘It is hard for you to stop it on your own’

Forms of Bullying are:

- Physical – ‘hitting, kicking or anything that hurts your body’
- Homophobic – motivation by a prejudice against a lesbian, gay, bisexual or transgendered person.
- Verbal – ‘hurts your feelings’
- Indirect – ‘people talking behind your back and trying to make people fall out with you’
- Cyber bullying – electronic forms of bullying contact e.g. through the Internet and on mobiles. **(If any case of Cyber bullying cannot be dealt with in school due to lack of evidence or difficulty in identifying the bully – relevant mobile numbers and e-mail addresses will be given to the police)**

Aims:

At our school we aim to:

- Prevent bullying by providing constructive activities and curriculum support to all children, including appropriate use of electronic communications
- Take all claims of bullying seriously and fully investigate the allegations
- Involve parents in supporting our Anti-Bullying policy
- Give pupils an understanding of bullying according to their age; make them familiar with the policy, and equip them with strategies to deal with incidents involving bullying
- For all staff to be vigilant for the signs of bullying and make them aware of areas where children feel vulnerable to bullying eg. Corners of yard, toilets ‘
- For staff to be aware that bullying often happens outside school, and that the victims may need support in school.

Furthermore, as a staff we will:

- Never ignore suspected bullying
- Monitor e-communications on the school site
- Never make premature assumptions
- Listen to all accounts

- Adopt a problem-solving approach which moves pupils on from justifying themselves
- Follow-up repeatedly, checking bullying has not resumed
- Ensure that when using technology that the children are aware of cyber bullying and they report any incidents to a member of staff immediately

Strategies to combat bullying:

- The curriculum will be used to raise awareness of all forms of bullying, increase understanding for victims and build an anti-bullying ethos, and teach pupils how to constructively manage their relationships with others
- Monitor the use of technology within school and address any concerns with the pupil(s) and parents as necessary
- Not permit pupils to use mobiles within the school grounds or on school organised trips
- Ensure security systems are in place to prevent images and information about pupils and staff being accessed improperly from outside school
- Co-operative group work
- Ensure the subject of bullying is covered in PSHE
- Circle of Friends – Build relationships around vulnerable pupils. This is undertaken with the support of the school’s Educational Psychologist.
- Befriending – Assigning selected pupils to befriend vulnerable pupils. This is also used to support all children who are new to the school.
- Mediation by adults.
- Mediation by peers.
- Active listening
- Assertiveness training.
- Working with victims
- Action against the bully/bullies

A variety of strategies will be used when bullying is identified, according to the age and personalities of those involved. These will be recorded and reviewed regularly to ensure they remain effective.

Working with Parents:

Parents are a key tool in supporting our Anti-Bullying policy. All parents are encouraged to discourage their child from using bullying behaviour at home or elsewhere and to watch out for signs that their child is being bullied so that the school can be involved at the earliest opportunity.

Parents are involved constructively in discussing bullying issues at an early stage and are kept informed about the strategies being adopted in relation to their child, whether that child is the ‘victim’ or ‘the bully’. The school is supported by a range of other

professionals e.g. Behaviour Improvement Team, School Nurse, Educational Psychologist, children services etc.

While parents are encouraged to support the school in dealing with bullying incidents, all parents must be aware that if bullying remains severe and persistent, despite the use of a range of measures, exclusion **WILL** sometimes be necessary.

Parents Reporting Bullying:

Staff should be aware that all concerns **MUST** be taken seriously and dealt with sensitively. Staff will follow the agreed policy and where necessary, inform senior staff.

Senior staff will:

- Ask for details and record information
- Investigate the complaint
- Feedback to the parent on the outcome of the investigation, the action to be taken and make arrangements for a review.

Parents of 'bullies'

- Will be invited to school to discuss the reported incidents
- Be informed of the strategies to be used with their child to prevent further incidents
- Be involved in preventing further incidents and informed of the possible consequences of continuing inappropriate behaviours
- Kept informed on progress made by their child.

Any parent who is worried about bullying can meet with any member of staff for further advice and support on how to handle bullying.

Monitoring

The Head teacher will monitor the effectiveness of the policy and report annually (summer term) to the Governing Body, parents and children (through the School Council).

All members of staff will be informed of complaints about bullying and asked to be vigilant in their monitoring of the children involved. Records of incidents will be kept as long as the pupils remain on roll at the school. When a child transfers to another school, the Head teacher will inform the receiving school of any incidents if it is felt that the child is at risk of bullying or is likely to put other children at risk.

Any child can be bullied but certain factors make bullying more likely:

- Lacking close friends in school
- Being shy
- An over-protective family environment
- Being from a different racial group to the majority
- Being different in some obvious respect e.g. wearing glasses, stammering, having a disability.
- Behaving inappropriately, intruding or being a 'nuisance'
- Possessing expensive accessories e.g. mobile phones, computer games etc.
- Being gay.

Taken from Bullying: Don't Suffer in Silence:

Senior Management Team

Miss Sarah Steward	Head Teacher
Miss Anna Reynolds	Deputy Head Teacher
Mr. Daniel Rutter	Assistant head teacher



Chair of Governors