

GRESHAM PRIMARY SCHOOL

ANTI-BULLYING POLICY

RATIONALE

Bullying is anti-social behaviour and can affect everyone; it is unacceptable and will not be tolerated. The staff at Gresham School appreciate we are not immune from the various forms of bullying and are, therefore, active in our efforts to prevent such patterns of aggressive behaviour. For many years an effective anti bullying programme has been conducted and this policy statement seeks to bring together and strengthen strategies, procedures and resources. It is within the context of the school's vision and values that this anti bullying policy is set. It has been discussed and amended following discussions with members of the School Council.

AIMS OF THE POLICY:

The aim of this anti-bullying policy is to ensure that the pupils at Gresham Primary School learn happily and successfully in a supportive, caring and safe environment without fear of being bullied. We believe it is important that all issues of bullying should be openly addressed and resolved in order that pupils may fully benefit from the opportunities available in the school.

It is also expected to promote diversity and tolerance in line with British values and to develop the learning skills of our children namely;

- Communication
- Empathy
- Independence
- Resilience
- Perseverance
- Reflectiveness
- Collaboration
- Risk taking
- Questioning
- Creativity

The policy is also expected to deliver our school aims which include;

- Help children to be happy and enjoy coming to school,
- Prepare children for the next stage of their lives including thriving in the digital world,
- Valuing and including every member of the community in shaping and improving learning,
- Children respect themselves and the beliefs and opinions of others,
- Understand the school rules, so they can learn to be good citizens and
- Help children to recognise and value their individuality and grow in self-esteem and confidence.

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POLICY AND PROCEDURES:

Definition of bullying

Bullying is defined as deliberate and hurtful behaviour, repeated over a period of time, and where it is difficult for those being bullied to defend themselves. The three main types of bullying are:

- PHYSICAL – hitting, kicking, theft,
- VERBAL – name-calling, remarks,
- INDIRECT – spreading rumours, excluding someone from social groups and
- REMOTE – cyber-bullying: sending emails or text messages that are hurtful and threatening.

All staff must be alert to signs of bullying and act promptly and firmly against it in accordance with school procedures as stated in the school's Behaviour Policy.

What is bullying?

Bullying often starts when people pick on something about someone that is "different". It can take the form of:

- Continual/excessive verbal taunts, name-calling, excessive teasing and put downs and can be of a racist, anti-gender, homophobic, transphobic, anti-disability and anti-religious nature or based on the child's appearance and interests.
- Continual/excessive unwarranted or invalid criticism, nit-picking, fault-finding,
- Exclusion from the group, isolation, being singled out and treated differently, being shouted at and being humiliated.
- Intimidation of others to make them turn children against other children.
- The repeated intimidation of others by the real or threatened infliction of physical, verbal, written, electronically transmitted, or emotional abuse, or through attacks on the property of another.
- Playing unkind practical jokes.
- Spreading lies and rumours about another child.
- Making someone feel uncomfortable or scared.

Bullying incidents:

The following steps are taken when dealing with bullying incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached.
- A clear account of the incident will be recorded on an 'Incident Sheet' and given to the Head teacher.
- The Head teacher will interview all concerned and will record the incident.
- After evidence has been obtained the Head Teacher/Deputy Head Teacher and the class teacher will decide if it is appropriate for the bullied child and the bully to meet to discuss issues.
- Class teachers will be kept informed and if it persists other members of staff may need to be advised.
- Where the Head Teacher has investigated the allegation and remains concerned, the parents/carers of both parties will be informed.

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- Sanctions in accordance with the school Behaviour Policy will be used, as appropriate, in consultation with all parties concerned.
- Cyber-bullying - Although it is recognised that cyber-bullying is something that is usually undertaken outside of school hours, the school undertakes to teach pupils about what cyber-bullying is and what they can do if they find they are a victim of it. This provision includes teaching by representatives of outside agencies such as CEOPs for both pupils and their parents/carers.
The school expects parents/carers to monitor their child's use of the internet, mobile phones and other social media activity and to take appropriate steps to reduce the risk. However, the school can work with children and families affected by cyber bullying and the accessing of inappropriate materials on request from the parents/carers.

Pupils who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with a member of staff.
- Have access to a member of staff available via the ELSA programme during play and lunch times.
- Reassuring the pupil.
- Offering continuous support.
- Restoring self-esteem and confidence.
- Daily supervisory monitoring.

Pupils who have bullied will be helped by:

- Discussing what happened with an experienced member of staff.
- Discovering why the pupil became involved.
- Establishing the wrong doing and the need to change.
- Informing parents/carers to help secure change in behaviour and attitude of the pupil.

The following disciplinary steps can be taken:

- Official warning to cease offending.
- Daily monitoring – e.g. child reports to Head Teacher to review progress.
- Exclusion from certain areas of the school grounds or premises.
- After School Detention to implement a programme of coaching and guidance to help cease the offending actions.

Other sanctions, as outlined within the Behaviour Policy, may be applied.

In the classroom we:

- Have lockable 'Worry Boxes' which are designed to allow the person that is being bullied to report an incident with or without stating their name by using a slip of paper to report any bullying incidents.
- Have Class Rules for behaviour, which have been discussed and put together by the whole group. The language is kept simple and clear and reflects the ethos of the school, which promotes a positive, responsible, and caring attitude. They reflect the following:
 - We want to have a friendly class and help others.
 - We don't want hitting, punching or kicking.
 - We don't want any name-calling and "put-downs" and we all know why we don't.
- Have the School Code of Conduct and class rules on display.

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- Give teacher attention and praise for positive social behaviours from all children. This is done verbally and through individual class teachers' reward systems.
- Teach non-violent, non-racist, non-homophobic or transphobic and non-sexist ideas, values and behaviours as a core part of the everyday curriculum.
- The school follows a PSHE programme that includes key units on bullying across the age range. Classes also have 'Circle Time' or similar, where group awareness of the nature of bullying can be raised and discussed.
- Teaching staff promote and reinforce the anti-bullying approach during assemblies, collective worship, projects, role-play, stories, literature, historical events or current affairs.

In the playground we use a parallel behaviour code for playtime and lunchtime duty staff.

MONITORING AND EVALUATION THE IMPACT OF THE POLICY:

A monthly analysis of incident forms will be undertaken to additionally identify any cases of bullying or other intimidating behaviour. The incidences will be dealt with according to this policy and the school's behaviour policy.

THE ROLE OF PARENTS:

If parents believe their child has been or is being bullied, they should;

- contact the class teacher as soon as possible,
- allow school staff to investigate and conclude if bullying had occurred and follow appropriate procedures,
- refrain from contacting the parent of the alleged protagonist and/or other parents via any communicative means as this may prejudice the school's ability to deal with the allegation and
- follow the Complaints Procedure if they believe the matter has not been dealt with correctly.

REVIEW

This policy has been reviewed with the pupils of the School Council in October 2018. They have stated that the policy is effective and will take steps to promote its implementation via posters, assemblies, through P4C and via all other available means. (Date change)

The school will review this policy in consultation with the governing body and assess its implementation and effectiveness. The policy will continue to be positively promoted and implemented throughout the school.

Confirmation the Anti-Bullying Policy in respect of Gresham Primary School has been agreed, approved and ratified by the Governing Body:

GRESHAM PRIMARY SCHOOL

Signed by:

Chair of Governors: Date:

Head Teacher: Date:

Agreed at the Governing Body Meeting on:

Minute Reference: