

Glynwood Community Primary School
Policy on Anti-Bullying

Rationale

Self-expression is acceptable only when it causes no harm or hurt, physical or mental to others.

'Bullying' is the wilful, conscious desire to hurt or threaten someone else. It can be physical, verbal, a rude gesture, intimidation, extortion or cyber bullying. It can range from vicious assault to horseplay. It can occur at any time of day, several times of day or week. It can go on for months or even years.

Purpose

- To ensure consistency of approach to bullying.
- To ensure a secure environment for children.
- To encourage respect between children.
- To support the schools existing Behaviour policy.

Guidelines

Strategies to prevent bullying

- Good general discipline is essential to minimise opportunities for bullying to take place.
- The ethos where our children are valued and good behaviour is rewarded is important in fostering an atmosphere of mutual respect and tolerance.
- Collective worship, circle time, KIDSAFE, PSHE lessons and focused anti-bullying weeks in school should be used to promote relevant themes.

The following course of action has been implemented:

- Signs and rules around the school remind children how to behave.
- There are reward/sanction systems in place.
- The school council, buddies, ABS act as mediators between children and staff.
- Teachers provide a 'listening ear'.
- Contact books and face to face conversations or telephone calls are used to inform parents.

Signs of Bullying

- Possible change in behaviour of the victim.
- Possible change in routine of the victim.
- Possible marked change in attitude towards work, individuals and school by the victim.
- Possible increase in aggressive behaviour by the bully.

All staff should be vigilant and report any instances of bullying to the Headteacher.

Actions to be taken if bullying occurs:

- All staff should be informed of any issues so that they can be vigilant. All information should remain confidential.
- Discuss the victim's point of view on his or her own.
- Discuss the bully's point of view on his or her own.
- Talk to witnesses on their own.
- Ensure that the children have adequate time to state their point of view.
- Ask open-ended questions about the incident/s.
- Encourage the victim and the bully to discuss the problem and attempt to reach empathy with each other where this is appropriate.
- Record ALL incidents of bullying on the school record system CPOMS
- Inform both sets of parents if it is a serious incident or a repeated incident.
- Try to have another member of staff present when discussing such matters with parents.

The following procedures should be followed:

- In the first instance of bullying the teacher deals with the incident in line with the behaviour policy.
- In subsequent instances the bully is sent to the Headteacher or Deputy Head - loss of privilege and parents/carers are asked to attend a meeting.
- Should the above not prove successful, the bully could face the possibility of internal exclusions or further sanctions.
- If a child is physically harmed as a consequence of bullying, the bully is to be sent directly to the Headteacher, or in her absence to the Deputy Head.
- If continued bullying occurs at break or lunchtime the child responsible will be excluded from the break/lunchtime period.
- If the incident is reported by parents then follow up must occur, written or verbal.
- In the event of a serious incident, including homophobic or racist bullying, parents should be contacted immediately and the appropriate LA guidance followed.

Conclusion

Every child has the right to feel safe and unthreatened while in our school community.

Reviewed January 2021