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## **Anti - Bullying Policy**

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**Reviewed: May 2017**

**Ratified by the Governors: 28/09/2017**

**Due for Revision: May 2019**

## Aims and purposes of this Policy

### Statement of Intent

At George Tomlinson Primary School we are committed to providing a warm, caring and safe environment for all our children so that they can learn and play in a relaxed and secure environment.

Bullying of any kind is unacceptable and will not be tolerated in our school. We take all incidents of bullying seriously. Bullying hurts. No-one deserves to be a victim of bullying. Everybody has the right to be treated with respect; staff, parents and pupils who are bullying others need to learn different ways of behaving.

At George Tomlinson Primary School, we acknowledge that bullying does happen from time to time - indeed, it would be unrealistic to claim that it does not. When bullying does occur, everyone should be able to tell and know that incidents will be dealt with promptly and effectively in accordance with our anti-bullying policy. We are a *TELLING* school.

This means that *anyone* who knows that bullying is happening is expected to tell the staff.

### Aims and Objectives of this Policy

The aim of this policy is to try and prevent and deal with any behaviour deemed as bullying. The implementation of this policy will create an ethos where bullying is regarded as unacceptable so that a safe and secure environment is created for everyone to learn and work in. All members of the school have a responsibility to recognise bullying when it occurs and take appropriate action in accordance with the school policy. This will happen in the following ways:

- The school will meet the legal requirement for all schools to have an anti-bullying policy in place.
- The school will work closely with other professional agencies to ensure that children stay safe as stated in The Children Act 1989, The SEN and Disability Act 2001, Every Child Matters; Change for children 2004 and The Children Act 2004.
- All governors, teaching and non-teaching staff, pupils and parents/guardians will have an understanding of what bullying is.
- All governors, teaching and non-teaching staff will know what the school policy is on bullying and will consistently and swiftly follow it when bullying is reported.
- All pupils and parents/guardians will know what the school policy is on bullying and what they can do if bullying occurs.
- Pupils and parents/guardians will be assured that they will be supported when bullying is reported.
- Whole school initiatives (staff training, celebration assemblies etc) and proactive teaching strategies (PHSE [Personal, Health & Social Education] lessons, circle time etc) will be used throughout the school to reduce the opportunities for bullying to occur.
- A positive, caring ethos will be created within the school environment where everyone can work, play and express themselves, free from the fear of being bullied.

## **What Is Bullying?**

The children when asked the question 'What is Bullying', came up with similar definitions during anti-bullying week. The definition below is a mixture of children's thoughts on what their understanding of bullying is:

***Bullying is any deliberate, hurtful, upsetting, frightening or threatening behaviour by an individual or a group towards other people. It is repeated over a period of time and it is very difficult for the victims to defend themselves. Bullying is mean and results in worry, fear, pain and distress to the victim/s.***

Bullying can be:

- Emotional: being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures), ridicule, humiliation
- Verbal ; name-calling, sarcasm, spreading rumours, threats, teasing, making rude remarks, making fun of someone
- Physical ; pushing, kicking, hitting, pinching, throwing stones, biting, spitting, punching or any other forms of violence, taking or hiding someone's things
- Racist : racial taunts, graffiti, gestures, making fun of culture and religion
- Sexual: unwanted physical contact or sexually abusive or sexist comments
- Homophobic because of/or focussing on the issue of sexuality
- Online/cyber setting up 'hate websites', sending offensive text messages, emails and abusing the victims via their mobile phones
- Any unfavourable or negative comments, gestures or actions made to someone relating to their disability, gender or special educational needs.

## **Bullying is not:**

It is important to understand that bullying is not singular *occasions* of falling out with friends, name calling, arguments or when an individual trick or joke is played on someone.

It is bullying if it is done several times on purpose.

Children sometimes fall out. When problems of this kind arise it is not classed as bullying.

It is an important part of children's development to learn how to deal with friendship breakdowns, isolated incidences of name calling or pranks. We all have to learn how to deal with these situations and develop social skills to repair relationships and resolve misunderstandings.

## **Where does bullying happen?**

It can happen anywhere - in the classroom, in the corridor, in the toilets, in the dining hall, in the playground. Bullying may also happen on the way to and from school. In such cases, the Head teacher is empowered by law to deal with such incidents but must do so in accordance with the school's policy.

At George Tomlinson Primary School, we are concerned with our children's conduct and welfare outside as well as inside school and we will do what we can to address any bullying issues that occur off the school premises. The following steps may be taken:

- Talk to the local Community Police Officer about problems on the streets

- Talk to the transport companies about bullying on school buses and in school taxis
- Talk to the Head Teachers of other schools whose children may be involved in bullying off the premises
- Map out safe routes to school for children, linking them to the School Travel Plan
- Discuss coping strategies with parents
- Talk to the children about how to handle or avoid bullying outside the school premises
- Should we mention cyber bullying here?

### **Possible Signs of Bullying**

Coming home with cut and bruises

Broken or missing belongings

Becoming withdrawn - not talking or spending more time alone

Changes in eating habits

Changes in behaviour - becoming aggressive at home, sleeping badly, wetting the bed

Changes in mood - becoming depressed, angry, unhappy

Complaining of headaches or stomach aches

Worrying/ Reluctant to go to

school or to a youth club -

anywhere where the bullies are

Doing less well with schoolwork

Feeling anxious

Wanting to change their journey or time of their journey to school

### **What can you do if you are being bullied?**

Wherever you are in school, you have the right to feel safe. Nobody has the right to make you feel unhappy. If someone is bullying you, it is important to remember that it is not your fault and there are people who can help you.

The children were all asked this question and we have included some of their strategies in the list below:

- Try not to let the bully know that he/she is making you feel upset.
- Try to ignore them.
- Be assertive - stand up to them, look at them directly in the eye, tell them to stop and mean it.
- Stay in a group, bullies usually pick on individuals.
- Get away as quickly as you can.
- Tell someone you can trust - it can be a teacher, a teaching assistant, a mid-day supervisor, a parent, a friend, a brother, a sister or a relative.
- If you are scared, ask a friend to go with you when you tell someone.
- If you don't feel you can talk to someone about it, write it down and post it in the 'Worry' box or visit the Learning Mentors' "Drop In" sessions.
- When you tell an adult about the bullying give them as many facts as you can (What? Who? Where? When? Why? How?).
- Keep a diary of what's been happening and refer to it when you tell someone

- Keep on speaking out until someone listens and helps you.
- Never be afraid to do something about it and quickly.
- Don't suffer in silence.
- Don't blame yourself for what is happening.
- Call a helpline.

### **What can you do if you see someone else being bullied? (The role of the bystander)**

Ignoring bullying is cowardly and unfair to the victim. Staying silent means the bully has won and gives them more power. There are ways you can help without putting yourself in danger. The children have also discussed this question in class (in circle time and during anti-bullying week) and some of the strategies they suggested are listed below:

- Don't smile or laugh at the situation.
- Don't rush over and take the bully on yourself.
- Don't be made to join in.
- If safe to do so, encourage the bully to stop bullying.
- If you can, let the bully know you do not like his or her behaviour.
- Shout for help.
- Let the victim(s) know that you are going to get help.
- Tell a member of staff as soon as you can.
- Try and befriend the person being bullied.
- Encourage the person to talk to someone and get help.
- Ask someone you trust about what to do.
- If you don't feel you can talk to someone about it, write it down and post it in the 'Worry' box.
- Call a helpline for some advice.

### **Bullying of children with Special Educational Needs**

George Tomlinson Primary School is an inclusive school. We provide a secure, accepting, safe and stimulating environment where everyone is valued for who they are.

As an inclusive School we have some children who have learning disabilities and/or communication difficulties. Everyone involved in the school is very aware that these children can be especially vulnerable to bullying and we are therefore particularly vigilant at all times.

High attainers, gifted or talented pupils can also be affected by bullying. Staff will treat this type of bullying seriously and in the same way as any other type of bullying.

### **Procedures for reporting and responding to bullying incidents**

All staff will respond calmly and consistently to all allegations and incidents of bullying at George Tomlinson Primary School. They will be taken seriously by all staff and dealt with impartially and promptly. All those involved will have the opportunity to be heard. Staff will protect and support all children involved whilst allegations and incidents are investigated and resolved. The following step-by-step procedure will be used for reporting and responding to bullying allegations or incidents:

1. Report all bullying allegations and incidents to staff.
  2. Staff will make sure the victim(s) is and feels safe.
  3. Appropriate advice will be given to help the victim(s).
  4. Staff will listen and speak to all children involved about the incident separately.
  5. The problem will be identified and possible solutions suggested.
  6. Staff will attempt to adopt a problem solving approach which will move children on from them having to justify their behaviour.
  7. Appropriate action will be taken quickly to end the bullying behaviour or threats of bullying.
  8. Staff will reinforce to the bully that their behaviour is unacceptable.
  9. The bully (bullies) be asked to genuinely apologise.
- Other consequences may take place and appropriate sanctions applied (see next section).
10. If possible, the pupils will be reconciled.
  11. An attempt will be made, and support given, to help the bully (bullies) understand and change his/her/their behaviour.
  12. All incidents of bullying will be recorded by staff on an Incident Report Sheet. All reports will be kept in a file in the school office (Appendix 2).
  13. In serious cases parents will be informed and will be invited to come into school for a meeting to discuss the problem.
  14. After the incident has been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
  15. Bullying incidents will be discussed regularly at staff meetings.
  16. The Headteacher will present termly reports on serious bullying incidents to the Governors.
  17. If necessary and appropriate, the Child Protection Officer in school, Social Services or police will be consulted.

**The following sanctions may be used:**

The children have also discussed this question in their classes and some of the sanctions they suggested are included in the list below:

- Apologise to the victim(s) verbally or in writing
- Lose playtimes (stay with class teacher)
- Spend playtimes and lunchtimes with an adult
- Parents will be invited in to school
- Go on a self-improvement/behavioural report
- Be removed from class and work in isolation
- Report to the Head teacher or Deputy Head teacher
- Be withdrawn from participation in school visit, clubs and events not essential to the curriculum.
- Fixed term exclusion
- Permanent exclusion (in line with our exclusion policy)

## **Strategies for the prevention and reduction of bullying**

Whole school initiatives and proactive teaching strategies will be used throughout the school to develop a positive learning environment with the aim of reducing the opportunities for bullying to occur.

### **These can include:**

- Involving the whole school community in writing and reviewing the policy
- Undertaking regular questionnaires and surveys to monitor the extent of bullying in the school and the effectiveness of the anti-bullying policy
- Producing a 'child speak' version of the policy for the children
- Each class agreeing and signing their own set of class rules
- Making national anti-bullying week a high profile event each year
- Raising awareness through regular anti-bullying assemblies
- PHSE (Personal, Health & Social Education) scheme of work from Reception to Year 6 used to support this policy
- Circle time on bullying issues
- Setting up of a circle of friends support network where a small group of children volunteer to help and support an individual experiencing difficulties
- Children writing stories and poems and drawing pictures about bullying
- Children being read stories about bullying
- Using drama activities and role-plays to help children be more assertive and teach them strategies to help them deal with bullying situations
- Prominently displaying anti-bullying posters produced by the children around the school.
- Using praise and rewards to reinforce good behaviour
- Organising regular anti-bullying training for all staff
- A confidential 'worry' box where children can write and post their concerns and ideas.
- Playground improvements and initiatives.
- Training Y3 to Y5 pupils to be Playground buddies.
- Encouraging the whole school community to model appropriate behaviour towards one another.

## **Monitoring and evaluation of the policy**

To ensure this policy is effective, it will be regularly monitored and evaluated.

Questionnaires completed by the whole school community, together with surveys, focus groups, children's comments posted in the 'worry' box and bullying incident forms will be used to gauge the effectiveness of the policy.

Following an annual review any amendments will be made to the policy and everyone informed. A termly report will then be issued to governors and parents and the policy will be distributed to all parents.

## **Sources of further information, support and help**

There is a vast amount of information and guidance available about bullying that can provide a wide range of support and help. The following list is just a small selection of the support available that teachers, parents and children have found useful.

## **Website**

Act Against Bullying

0845 30 2560

[www.actagainstbullying.com](http://www.actagainstbullying.com)

Advisory Centre for Education (ACE)

0207 704 3370

[www.ace-ed.org.uk](http://www.ace-ed.org.uk)

Anti-bully

not available

[www.antibully.org.uk](http://www.antibully.org.uk)

Anti-Bullying Alliance (ABA)

0207 843 1901 [www.anti-](http://www.anti-bullyingalliance.org.uk)

[bullyingalliance.org.uk](http://bullyingalliance.org.uk)

Anti-Bullying Network

0131 651 6103

[www.anti-bullying.net](http://www.anti-bullying.net)

Beatbullying

0845 338 5060

[www.beatbullying.org.uk](http://www.beatbullying.org.uk)

Bully Free Zone

01204 454 958

[www.bullyfreezone.co.uk](http://www.bullyfreezone.co.uk)

Bullying Online

020 7378 1446

[www.bullying.co.uk](http://www.bullying.co.uk)

Childline

0800 1111

(helpline for children)

[www.childline.org.uk](http://www.childline.org.uk)

Kidscape

020 7730 3300 (general enquiry number)

08451 205 204 (helpline for

adults only) [www.kidscape.org.uk](http://www.kidscape.org.uk)

[www.beyondbullying.com](http://www.beyondbullying.com)

NSPCC

0207 825

2500

[www.nspcc](http://www.nspcc)

[.org.uk](http://www.nspcc.org.uk)

Parentline

Plus

0808

800

2222

[www.parentlineplus.org.uk](http://www.parentlineplus.org.uk)

The Children's Legal Centre

0800 783 2187

[www.childrenslegalcent](http://www.childrenslegalcentre.com)

[re.com](http://www.childrenslegalcentre.com)

The Office of the Children's  
Commissioner 0844 800 9113