



Anti - Bullying Policy

Leadgate Primary School

ANTI - BULLYING POLICY

Leadgate Primary School does not tolerate bullying in any form. It expects that all its pupils and staff can work in a safe and caring environment free from intimidation, harassment or bullying. Bullying is a major concern and it can affect school attendance and performance. Bullying is a whole school responsibility.

Aims

- To develop a school ethos in which bullying is regarded as unacceptable.
- To give all members of our community the right to be safe at school.
- To produce a consistent approach to any bullying incidents that may occur.
- To ensure that all members of our community know their responsibilities with regard to bullying.

What is Bullying?

There are many definitions of bullying, but it is the intentional abuse of power by an individual or group with the intent and motivation to cause distress to another individual or group. It is often repeated over a period of time and it may be difficult for those being bullied to defend themselves.

Although it takes many forms the three main types of bullying are:

- Physical – e.g. hitting, kicking, taking / interfering with someone's belongings.
- Verbal – e.g. name calling, using put downs or belittling someone's efforts, insulting, racist or homophobic remarks.
- Emotional – e.g. spreading nasty stories or malicious rumours about someone, excluding someone from a group.
- Cyber - sending emails or text messages on mobile phones.

Some people may be bullied because of their sex, sexual orientation, culture, religion, race, colour or disability. Bullying will not be tolerated in any shape or form. Racist comments will be recorded according to County procedures.

Bullying may occur;

- Frequently or infrequently, but it should still be taken seriously even if has occurred only once.
- In more serious cases where an adult abuses their power, bullying may be viewed as child abuse and will be treated accordingly.
- Not all aggressive behaviour is bullying. Some children hurt others without intent. Some individuals may think they are being bullied when there is no intention from others to cause distress. All perceptions will be taken seriously and followed up appropriately.

Bullying may make us feel:

- Frightened, angry, powerless or embarrassed
- Worried and unsure about what to do.
- Unable to sleep so that our work and concentration suffers.

We should tell someone who we trust and who can help us.

Roles and Responsibilities

Governors should:

- support the school in promoting a positive ethos and open environment where incidents of bullying are reported quickly to attempt to eliminate bullying from our school.
- monitor the incidents of bullying that occur, and reviews the effectiveness of the school regularly. The governing body require the headteacher to keep accurate records of all incidents of bullying and to report to the governors on request about the effectiveness of the school anti- bullying strategies.
- respond within ten days to any request from a parent to investigate an incident of bullying. In all cases, the governing body notifies the headteacher and asks him/her to conduct an investigation into the case and to report back to a representative of the governing body.

The Headteacher should:

- implement the anti-bullying strategy and to ensure that all staff, teaching and non-teaching, are aware of the school policy and know how to deal with incidents of bullying.
- ensure that all children know that bullying is unacceptable and promote anti bullying through buddies, peer mediators, assemblies, school council and reward systems.etc.
- Ensure that all staff receive sufficient training to be equipped to deal with all incidents of bullying.
- set the school climate of mutual support and praise for success, so making bullying less likely.
- investigates all incidents of bullying and keeps parents (on both sides) informed of the outcome.
- contact external support agencies cases where discussion has proved ineffective.

Teachers should:

- take all forms of bullying seriously, and intervene to prevent incidents from taking place. They report all incidents to the headteacher to record and investigate.
- support the child who is being bullied and may meet with the parents to discuss the case.
- complete a behaviour concern sheet where we suspect bullying is taking place and this is kept in the behaviour file in the headteacher's office.
- spend time talking to the child who has bullied. Explain why this behaviour is wrong and endeavour to help the child change their behaviour.
- attend training, which enables them to become equipped to deal with incidents of bullying and behaviour management.

- attempt to support all children in their class and to establish a climate of trust and respect for all. By praising and celebrating success of all children, we aim to prevent incidents of bullying.
- Work through an agreed programme of work to promote anti bullying.
- Tell the children about outside agencies who can also help e.g. school nurse, Child line.

All staff should:

- Actively patrol communal areas during supervision duty.
- Look for signs that may indicate bullying behaviour and report suspicions.
- Encourage buddies/peer mediators to fulfil their roles.
- Provide a positive role model in word and action.
- Ensure children have access to the school worry box.
- Reward and praise good behaviour through the school systems of merits, certificates etc.

All Parents should:

- contact the school immediately if they suspect that their child or another child is being bullied or is bullying others.
- support the school's Anti-Bullying Policy and to actively encourage their child to be positive member of the school.
- Take an active interest in their child's friends
- Encourage their children to tell if they are being bullied or if they are worried about another child.
- Visit the school to sort out any difficulties.

Pupils should:

- Know what bullying is.
- Refuse to be involved in any bullying situation.
- Know who can help.
- Tell someone who can help even if they are not involved.

What should staff do when bullying is reported?

- Listen sympathetically to the child or parent and take concerns seriously.
- Ensure the safety of those involved.
- Investigate the incident informing the child and parents of what action is being taken
- Respect confidentiality.
- If bullying has occurred take appropriate action. This will depend upon the situation, seriousness and whether this has happened before. Each case will be treated individually and circumstances considered before deciding on a course of action. This may be a talk with the bully, an apology, informing parents, mediation, withdrawal of privileges or in very serious cases exclusion.
- Monitor the situation and evaluate actions taken.
- If bullying does not appear to have taken place, discuss events with pupil/parent and explain findings. Continue to monitor the situation in case of mistaken findings.
- Record findings and actions being taken.
- Keep parents informed of progress and contact at a later date to ensure that all is well.