

GARSTANG ST THOMAS CHURCH OF ENGLAND PRIMARY SCHOOL

POLICY: ANTI-BULLYING POLICY

Rationale

Everyone at Garstang St Thomas Church of England Primary School has the right to feel welcome, secure and happy. The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied.

Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated.

Objectives of this policy:

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- **Bullying will not be tolerated.**

Definition

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves.

Bullying can be:

- Emotional: being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical: pushing, kicking, hitting, punching or any use of violence
- Racist: racial taunts, graffiti, gestures
- Sexual: unwanted physical contact or sexually abusive comments
- Homophobic: because of, or focussing on the issue of sexuality
- Verbal: name-calling, sarcasm, spreading rumours, teasing
- Cyber: All areas of internet, such as email & internet chat room misuse. Mobile threats by text messaging & calls. Misuse of associated technology, i.e. camera & video facilities

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. Pupils must be encouraged to report bullying in schools.

Statutory duty of schools

Headteachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils.

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached.
- Each pupil will be given the opportunity to talk following an accusation.
- A member of the Senior Leadership Team will interview all concerned and will record the incident on CPOMS.
- The adult will remain neutral during discussions.
- Discussions will focus on finding a solution to prevent the bullying from reoccurring.
- Racial bullying will be recorded as a racist incident.
- In most cases parents should be informed and will be asked to come in to a meeting to discuss the problem.
- If necessary and appropriate, police will be consulted.
- The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.
- An attempt will be made to help the bully (bullies) change their behaviour.
- Punitive measures will be used as appropriate.

Support

Pupils who have been bullied and who have been bullying will be supported by:

- offering an immediate opportunity to discuss the experience with their class teacher or a member of the Senior Leadership Team.
- reassuring the pupil and offering continuous support.
- working to restore self-esteem and confidence.
- discussing what happened.
- discovering why the pupil became involved.
- establishing the wrong doing and need to change.
- informing parents or guardians to help change the attitude of the pupil.

The following disciplinary steps can be taken:

- official warnings to cease offending.
- If possible, the pupils will be reconciled.
- internal timeout (e.g. lunchtimes).
- minor fixed-term exclusion.
- major fixed-term exclusion.
- permanent exclusion.

After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Prevention

We will use various methods for helping children to prevent bullying. As and when appropriate, these may include:

- Writing class rules (see behaviour policy)
- The school council and mentors can be used as a vehicle for transferring concerns to adults.
- Younger children's play is supported by older playground "Friends" / buddy system
- Activities in class based on bullying.
- Reading stories about bullying or having them read to a class or in assembly.
- Having discussions about bullying and why it matters.
- Each year, we will have an anti-bullying week to raise awareness of bullying.

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHE, class time, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour.

Monitoring, evaluation and review

The school will review this policy annually and assess its implementation and effectiveness. This policy and its impact are monitored in part through the annual parent questionnaire. The policy will be promoted and implemented throughout the school. In addition, the behaviour policy is reviewed annually to ensure all staff and pupils are aware of appropriate conduct.

HELP ORGANISATIONS:

Advisory Centre for Education (ACE) 0808 800 5793

Children's Legal Centre 0845 345 4345

KIDSCAPE Parents Helpline (Mon-Fri, 10-4) 0845 1 205 204

Parentline Plus 0808 800 2222

Youth Access 020 8772 9900

Bullying Online www.bullying.co.uk

Visit the Kidscape website www.kidscape.org.uk for further support, links and advice.