

## **ANTI-BULLYING POLICY**

Bullying is the wilful, conscious desire to hurt, threaten or frighten someone else on more than a one off or random occasion, using physical, mental or emotional power over the victim or victims.

### What is Bullying?

Bullying can be physical, verbal or emotional and can be by a single person or by a group. It is usually unprovoked and repeated behaviour.

Incidents of bullying can include:-

- Name calling
- Malicious gossip, written notes or teasing
- Damaging or stealing property
- Being coerced into an act unwillingly
- Violence or assault of any kind
- Pinching, jostling, kicking
- Intimidation
- Ostracising or encouraging others to do so
- Victimisation
- Cyber bullying/internet/text bullying

### Recognising the existence of bullying

A number of indications can arise to alert staff to the presence of bullying:-

- Sudden deterioration of academic progress
- A change in behaviour patterns – becoming quiet or withdrawn
- Wanting to stay in at play time
- A desire to be with adults rather than other children
- An increase in attention seeking behaviour
- Not wanting to go to school, changes in attendance patterns or frequent late arrival
- Inventing illness, stomach aches etc.

While these may not be evidence of bullying taking place, the fact that they might will not be ignored.

Children showing evidence of such changes will be actively encouraged to talk about any problems to any member of staff.

### Prevention of bullying and recognising the existence of bullying

We are committed to a strong anti-bullying policy and will take all necessary steps to oppose behaviour of this type and to support both

## LITTLE REDDINGS PRIMARY SCHOOL (WITH NURSERY)

those being bullied and those bullying. To this end the headteacher and staff will:-

1. Establish in the minds of all pupils the serious nature of bullying by raising children's awareness of what constitutes bullying through assemblies, circle time and PSHE (Using the SEAL resource where appropriate) Each year – promote 'Say no to bullying; and anti-bullying week, getting on and falling out
2. Encourage models of good behaviour, manners and social interaction, allowing every child to have daily opportunities to interact successfully in school, class and playground situations
3. Establish a spirit of openness whereby each child will know that any approach to an adult, be it a teacher or a member of the support staff, will be received with sympathy, seriousness and confidence.
4. Encourage children to care for each other and be considerate of each other's needs
5. Ensure that there is adequate supervision of children on the playground and around the school
6. Adopt an attitude of constant awareness of the possibility of bullying situations.
7. Work to create a positive, caring, sharing ethos in the school community where mutual respect is encouraged
8. Ensure that opportunities are provided for children to talk to appropriate adults.

### Action to be taken when bullying situations arise

1. Children must be made aware that if they feel under threat in any way they should talk to a member of staff.
2. If the member of staff is not a teacher the matter should be reported by that member of staff to the child's class teacher or the headteacher or a member of the Leadership Team if the class teacher is not available.
3. The class teacher should make a written note, giving a brief description of the incident, the time and place of its occurrence and the names of pupils involved in the class incident book.
4. The teacher should inform the Headteacher or in her absence a member of the Leadership Team.

LITTLE REDDINGS PRIMARY SCHOOL (WITH NURSERY)

5. Normally the class teacher will interview all the children concerned and decide what action should be taken. This could be any of the following:-
- a. no further action if the matter is resolved by straight forward discussion
  - b. A reprimand with a warning as to future conduct of the pupil(s) concerned.
  - c. As in (b) but in addition to inform the parents involved of the situation that has arisen and the action taken.
  - d. Children will be given the opportunity to participate in an appropriate age-related social skills training with their teachers
  - e. The removal of privileges e.g. a child to remain under supervision during playtimes, (doing an activity related to developing their understanding of the seriousness of bullying) non-participation in 'out of school activities' which are not part of the statutory curriculum or loss of Golden Time
  - f. a period of suspension from school
  - g. Permanent exclusion from school.

Parents who feel that a child is being subjected to bullying should approach the class teacher initially. The class teacher will inform the Headteacher if the matter is not resolved by initial discussion with pupils.

If the behaviour continues, then action following the school's Behaviour Policy will be taken.

This policy will be reviewed every two years in conjunction with consultation with staff, pupils, parents and governors.