



## Green Gates Primary School

### Anti-Bullying Policy 2016

In accordance with both our Vision and Behaviour Policy and our use of Assertive Mentoring, we strive to recognise the full potential of each child. We are committed to providing a caring, friendly and safe environment for all our pupils, so that they can learn in a relaxed and secure environment. Bullying has no place in our school community and this applies to the bullying of pupils and staff.

This policy describes our interpretation of bullying behaviour, sets out the expectations we have of our pupils and the methods we use to modify behaviour if children are considered to be a bully.

#### **Affirmation:**

Green Gates Primary School recognises that bullying is a serious issue. Everyone is responsible for ensuring the safety of everyone else in the school. We recognise the damage bullying can cause to the life of the victim, the bully and the school as a whole.

#### **Aims:**

- For every child to feel safe and secure.
- To prevent/denounce any kind of bullying behaviour, clearly and firmly.
- To react to bullying behaviour in a reasonable, proportionate and consistent way.
- To safeguard the pupil who has been bullied and trigger sources of support.
- To acknowledge that the individual/group who bullied also need support.
- To use the Behaviour Policy, PSHE lessons, Circle Time, all staff and children to create a climate of respect in which bullying will not flourish.

#### **Definitions of Bullying:**

Bullying can be defined as behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group, either physically or emotionally.

We recognise that bullying is among the top concerns of parents, guardians and children in relation to school. It undermines the victim's confidence and self-esteem and can impact on their attainment and attendance.

Bullying is a wilful, conscious desire to hurt, threaten or frighten. It may include threats of violence to an individual or their belongings. We believe that we have a shared responsibility to prevent and tackle bullying of all kinds, to protect the well-being of our school family and to promote a strong community in which diversity is valued

#### **Categories of Bullying:**

Bullying is defined as deliberately hurtful behaviour, repeated over time, where it is difficult for those being bullied to defend themselves, causing harm or upset.

The main types of bullying are-

- Physical: pushing, kicking, hitting, punching, taking and destroying belongings and forcing other people to do something they do not want to do.
- Verbal: including name calling, sarcasm, insulting, taunting, teasing and making verbal threats.
- Emotional: tormenting, ridicule and humiliation.
- Racist: including racial taunts and <sub>1</sub> gestures and racist remarks.

- Social: spreading rumours/lies and excluding victims from the group.
- Sexual: unwanted physical contact or abusive comments.
- ICT/Cyber: includes threatening text messages or emails, phone calls, harassment in chat rooms and instant messaging.

### **Statutory Duty of Schools:**

The Education and Inspectors Act 2006 require that the head teacher must determine measures on behaviour and discipline that form the school behaviour policy. At Green Gates School we have a Behaviour policy, which includes measures that encourage good behaviour and respect for others on the part of pupils and prevents all forms of bullying. We also use curriculum awareness with regard to anti-bullying.

In accordance with the above act, the law empowers head teachers to regulate the behaviour of pupils when they are 'off site' and empowers members of staff to impose sanctions for inappropriate behaviour.

### **Objectives:**

- All governors, staff and parents will work together to promote a caring community.
- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors, 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 reassured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

### **Information on understanding Bullying:**

- Bullying is often very subtle.
- Research shows that name-calling, being physically hit and being threatened are the most frequent direct forms of bullying. Being isolated or deliberately left out of friendship groups are the most common form of indirect bullying.
- Most bullying occurs on the playground during lunch or break times.
- It is acknowledged that everybody has the potential to be involved in bullying behaviour, either on the giving or receiving end.

### **The Effects of Bullying:**

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

All school staff must be alert to the signs of bullying and act promptly and firmly against it, in accordance with the school policy.

See Appendix 1 for Signs and Symptoms.

### **Reporting Incidents:**

Children are encouraged to report any incident which they consider to be bullying to the nearest responsible adult – teacher, teaching assistant, lunchtime supervisor, administrative staff, caretaker, cleaning staff or parent helper. They are also encouraged to talk to their parents about anything that they are concerned about.

### **Procedure for dealing with reported incidents of bullying:**

#### All school staff will

- Listen to the child's report of the incident.
- Record a clear account of the incident and give it to the Headteacher.
- The Headteacher will talk to all concerned.
- Class teachers will be kept informed and involved.
- An attempt will be made to help the bully/bullies change their behaviour.
- Disciplinary measures will be used as appropriate and in consultation with all parties involved. This will follow our Assertive mentoring policy.

#### Parents are asked to

- Listen to their child's report of the incident.
- Take notes and then contact school as soon as possible, to pass on the information to the head teacher.
- Talk with the Headteacher who will talk to all concerned.

#### Pupils who have been bullied will be supported by

- Reassuring them and offering support.
- Restoring self-esteem and confidence.

### **Sanctions for Inappropriate Behaviour:**

- Where incidents have involved bullying, the parents of the child/children concerned will be contacted within one day of the incident and asked to come into school to discuss their child's behaviour and future courses of action.
- Discussion will take place with parents about the consequences of future bullying.
- A genuine apology will be expected from the bully/bullies.
- External agencies will be used if necessary e.g. Behaviour Support Team.
- In serious cases, exclusion will be considered.
- After the incident has been investigated and dealt with, each case will be monitored to ensure that repeated bullying does not take place again.

### **Recording:**

In order to monitor the frequency with which incidents take place within Redcar and Cleveland, all incidents will be recorded and reported on Sentinel (a web-based application) by the Headteacher. The following information will be recorded:

- Date and time of the report.
- Details about the incident.
- Who dealt with the bullying.
- What happened and any findings.
- The action that was taken.

### **Curriculum Awareness:**

The school is committed to stopping bullying altogether. In order to do this the school will-

- Have an Anti-Bullying Week every year, to promote the school's anti-bullying policy and strategies.
- Deliver anti-bullying lessons in Citizenship, PSHE and RE lessons, Circle Time and other relevant subject areas.
- Raise awareness of anti-bullying through assemblies.
- Run a Buddy System, where the buddies receive regular training.
- Promote a 'no-touch' policy.
- Have a PSHE afternoon once a term which can cover Anti-Bullying issues.

### **Monitoring, Evaluation and Review:**

The Governing Body will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout school.

### **Appendix 1: Signs and Symptoms**

A child may indicate by signs or behaviour that he/she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- Is frightened of walking to or from school.
- Wants to be driven to school.
- Starts going to or returning from school at an earlier or later time or starts using a different route.
- Is reluctant to attend school.
- Starts refusing to go outside at break or lunch times.
- Becomes withdrawn, clingy, moody, aggressive, uncooperative, non-communicative, anxious or lacking in confidence.
- Starts stammering.
- Shows signs of immature behaviour e.g. thumb sucking.
- Cry themselves to sleep at night or has nightmares.
- Feels ill in the morning.
- Begins to perform poorly and lacks concentration.
- Comes home with clothes torn or books damaged.
- Has possessions which are damaged or 'go missing.'
- Asks for extra money or starts stealing.
- Has dinner or other monies continually 'lost.'
- Has unexplained cuts, bruises, aches or pains.
- Comes home feeling hungry.
- Becomes aggressive, disruptive or unreasonable.
- Is bullying other children or siblings.
- Stops eating.
- Is frightened to say what is wrong.
- Gives improbable excuses for any of the above.

These signs and behaviours **could** indicate other problems, but bullying should be considered a possibility and should be investigated.