GREEN GATES PRIMARY SCHOOL



Anti-Bullying Policy

Written: January 2019

Review: January 2021

**Aims**

The aim of our anti-bullying policy is to prevent bullying and to ensure that all pupils are able to learn in a supportive, caring and safe environment. Our school is inclusive and we value each and every member of our school community. Everyone at our school is equal and we treat each another with respect and kindness.

In order to develop the school community, the children created a set of 5 Values, which underpin everything we do here at Green Gates. Our 5 values show that Green Gates pupils and staff are:

* Respectful
* Honest
* Resilient
* Friendly
* Happy

We believe that through these values, we are able to show our commitment to becoming a Rights Respecting School. The rights that underpin our school community are:

* The right to be listened to (Article 12)
* The right to be safe (Article 19)
* The right to be healthy (Article 24)
* The right to an education (Article 28)
* The right to become the best we can be (Article 29)
* The right to relax and play (Article 31)
* The right to be treated fairly (Article 37)

We believe that all of our children will grow up aware of these rights and will learn to respect these rights for themselves and others.

**Definition 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

**The nature of bullying can be:**

* Physical – such as hitting or physically intimidating someone, or using inappropriate or unwanted physical contact towards someone.
* Attacking property – such as damaging, stealing or hiding someone’s possessions.
* Verbal/Emotional- such as name calling, spreading rumours about someone, using derogatory or offensive language or threatening someone.
* Psychological – such as deliberately excluding or ignoring people.
* Cyber – such as using text, email or other social media to write or say hurtful things about someone.

No form of bullying will be tolerated and all incidents will be taken seriously- either of or by school staff whether by pupils, parents or staff.

**As a school, in order to prevent bullying, we:**

* Raise awareness about bullying and the school’s anti-bullying policy
* Have a clear behaviour system for rewards and consequences which all pupils understand
* Ensure children adhere to the school values
* Educate our children about their rights and responsibilities
* Train Anti-bullying Ambassadors within school who raise awareness
* Increase understanding for victims
* Teach pupils about their relationships with others through the curriculum
* Read stories about bullying or having them read to a class or assembly
* Make up role-plays
* Have discussions about bullying and why combating bullying matters
* Take part in Anti-Bullying initiatives

**Behaviour Policy**

Our school behaviour policy counteracts bullying by ensuring a calm, safe supportive atmosphere within the school. It does this by outlining:

* What is acceptable behaviour
* A system of rewards for good behaviour
* The range of disciplinary sanctions

**Symptoms of bullying**

Early signs that a child is being bullied could be:

* The child becoming withdrawn
* A deterioration in the child’s work
* Erratic attendance or spurious illness
* Persistently arriving late at school
* General unhappiness or anxiety
* The child wanting to remain with adults
* Physical symptoms could include headaches, stomach aches, fainting, fits, vomiting or hyperventilation. Victims can become depressed and this can continue into their adult lives. They can want to take their own lives.

**Strategies to combat bullying throughout school and to support the bullied child**

***Awareness Raising***

As a school, we regulary raise awareness of bullying, the impact this can have on individuals, and what to do if it occurs. We do this in several ways:

* Whole school assemblies and through PSHCE lessons
* Visitors coming into school for specific workshops on types of bullying and actions children should take to keep safe e.g. NSPCC
* Children who are victims of bullying or perpetrators of bullying will be brought to the attention of the whole staff at staff meetings.
* Teachers record concerns on CPOMs
* ELSA sessions are ran by our pastoral coordinator to help raise awareness and combat bullying
* The pastoral coordinator may work with individual children who feel they have been the victim of bullying. This helps to improve the pupil’s level of inclusion and acceptance and to increase insight into his or her feelings and behaviour.

***Mediation by adults***

Members of staff can help establish ground rules between pupils who are being bullied and the pupils who are doing the bullying to help them co-exist in school.

***Mediation by peers (peer led initiatives)***

During playtimes and lunchtime, children in KS2 are chosen as ‘Buddies’ to help support younger children and their peers, helping with any incidents that may occur alongside the lunchtime supervisers, and encouraging appropriate play. They may help resolve any issues between friends and would consult with adults with more serious concerns.

***Prevention of bullying***

In order to prevent bullying incidents, we:
• Have a peer support system in place during playtimes and lunchtimes with ‘Buddies’. This is delivered by Year 5 and 6 volunteers and led by a member of staff, who ‘trains’ the children. They learn how to become good listeners and how to help younger children who are maybe feeling unhappy or left out on the playground. They report any major issues to the duty teacher and any minor concerns are mentioned during Buddy meetings regularly with the staff member who oversees their duties.
• Hold an anti-bullying celebration week every year in line with national anti-bullying week.

* Difference and diversity are celebrated across the school through diverse displays, books and images.
* The school values of equality and respect are embedded across the curriculum to ensure that it is as inclusive as possible.
* Ensure teachers monitor the playground during playtime and lunchtime duties.

**Responding to incidents of bullying, reporting and recording:**

If a pupil is being bullied, they are encouraged to not retaliate but to tell someone they trust about it such as a trusted adult (including class teacher), a family member, or friend.

Teachers will record all incidents of reported bullying using CPOMs which is monitored by the Safeguarding leads and pastoral coordinator who can check for any previous issues and look for patterns emerging. If it is perceived as a bullying incident (in line with our definition of bullying), the headteacher or deputy headteacher will choose how to respond to the incident.

If pupils do not respond to preventative strategies to combat bullying, we will take formal action to stop bullying behaviour. This formal action will be:

• A series of consequences following the school behaviour policy, dependent on the situation and those children involved. (See behaviour policy).

• Contact parents of all parties involved to inform and ask for support.

***When investigating any incidents of bullying:***

* Staff should not make premature assumptions.
* All accounts of the incidents should be listened to fairly with responses given sensitively towards children with special needs or other additional difficulties. We will make every effort to adopt a problem-solving approach, which encourages pupils to find solutions together and allow them to exert responsibilities in deciding on appropriate consequences and sanctions.
* We will follow up to check bullying has not resumed.
* We will involve parents and speak to them, either with their child present or privately, when appropriate so as to inform them of the incident/s.
* We will offer advice and pastoral support to a child who has been bullied

**The role of parents**

All staff, pupils and parents should be aware that bullying exists and share a commitment to combat it and to make the school a happier place for everyone.

When, after discussion, we confirm a child has been bullying we will contact the parents to discuss the issues. We will ask parents to:
• Talk to the child and explain that bullying is wrong and makes others unhappy
• Show the child how to join in with others without bullying

• Arrange with school to discuss how they and school together can stop the bullying

• Talk to the child regularly about how things are going at school

We will also contact the parents of the child being bullied, with explanations of the situation and what we are doing to resolve it. From this, sanctions and outline plans will be agreed in line with the school’s behaviour policy.

Parents of a bullied child should:
• Talk to the child calmly about it and reassure the child that telling them about it was the right thing to do
• Make a note of what the child says
• Explain that the child should report any further incidents to a teacher or other member of staff straight away
• Make an appointment to see the child’s teacher as soon as possible

**Staff training**

* All staff are informed on how to correctly add any concerns or incidents onto CPOMs to monitor all children.
* Annually, staff are trained in anti-bullying practice including; the different types of bullying, examples of what may be seen, appropriate terminology to use and the formal actions within school that are to be used. For serious bullying incidents (including racist or homophobic), staff are informed of how to appropriately complete forms to report and the procedure needed to be carried out.

This policy should be read alongside our behaviour policy, E Safety policy, safeguarding policy and child protection policy.