



Long Knowle Primary School

Anti Bullying Policy

Introduction

At Long Knowle Primary School:

- We seek to promote a positive ethos and climate in the school which encourages good behaviour and fosters positive attitudes of respect, honesty, fairness and social inclusion
- We promote equality in all its forms and are committed to improving outcomes for all children
- We are committed to eliminating all forms of discrimination, harassment and bullying
- We believe in creating an environment where all feel physically safe and free of insult, teasing and derogatory language
- We promote the welfare of all children and good relations across the school community where everyone feels valued, safe and secure

The policy has sections on:

- Aims
- What is Bullying? – and what bullying is NOT
- How we deal with bullying
- How parents can help
- Promoting anti-bullying and bullying awareness education

Aims

The aim of this policy is to ensure that all staff at Long Knowle Primary School are consistent in their setting of high expectations for all members of the school. By promoting a positive, purposeful atmosphere, we encourage good behaviour.

Through the operation of this policy we aim to:

- Maintain and promote a positive culture of kindness and consideration among all pupils and staff throughout the school
- Deter bullying behaviour, detect it when it occurs and deal with it effectively
- Provide victims of bullying with the strategies both for seeking help and for dealing with the effects of being bullied
- Bullying behaviour is always unacceptable and will not be tolerated because
 - It is harmful to the person who is bullied and to those who engage in bullying behaviour
 - It interferes with a pupil's right to enjoy his/her learning and leisure time free from intimidation
 - It is contrary to all our aims and values at Long Knowle Primary School

What is Bullying?

During their PSHE lessons, the children were all asked this question and the school has adopted the following collaborative definition of bullying which is our shared understanding of what bullying is:

- Bullying is any deliberate, hurtful, upsetting, frightening or threatening behaviour by an individual or a group towards other people.

- It is repeated over a period of time and it is very difficult for the victims to defend themselves.
- Bullying is mean and results in worry, fear, pain and distress to the victim/s.

Bullying can be:

- Emotional - being unfriendly, excluding, tormenting
 · (e.g. hiding books, threatening gestures), ridicule, humiliation
- Verbal - name-calling, sarcasm, spreading rumours, threats, teasing, making rude remarks, making fun of someone
- Physical - pushing, kicking, hitting, pinching, throwing stones, biting, spitting, punching or any other forms of violence, taking or hiding someone's things
- Racist - racial taunts, graffiti, gestures, making fun of culture and religion
- Sexual - unwanted physical contact or sexually abusive or sexist comments
- Homophobic - because of/or focusing on the issue of sexuality
- Online/cyber - setting up 'hate websites', sending offensive text messages, emails and abusing the victims via their mobile phones
- Any unfavourable or negative comments, gestures or actions made to someone relating to their disability or special educational needs.

Bullying is not:

It is important to understand that bullying is not the odd occasion of falling out with friends, arguments or when the occasional trick or joke is played on someone. It is bullying if it is done intentionally **Several Times On Purpose (STOP)**.

Children sometimes fall out or say things because they are upset. When occasional problems of this kind arise it is usually not classed as bullying. It is an important part of children's development to learn how to deal with friendship breakdowns, the odd name calling or chil dish prank. We all have to learn how to deal with these situations and develop social skills to repair relationships.

How we deal with bullying

We want our children to feel:

- they will be listened to in confidence
- that they will be taken seriously
- that their feelings matter
- that they are not to blame - their self-esteem needs strengthening
- that something will be done about it.

All incidents of bullying are taken seriously. The following procedure will be followed when dealing with incidents:

- If bullying is suspected or reported, the member of staff will deal with it immediately.
- A clear account of the incident will be reported to a senior member of staff who will talk with or interview all concerned.
- A written record of the incident will be made – a copy or copies given to class teachers of all concerned and a copy retained in an incident file for monitoring purposes.
- Parents/ carers will be informed.
- Sanctions will be used as appropriate and in line with the Behaviour Policy.

For the child who is being bullied we:

- reassure them that they have done the right thing to report the incidents
- offer concrete advice and help i.e. strategies for dealing with bullies
- avoid being over protective
- set up immediate line of contact with the headteacher.

For the bully, we:

- look objectively at their behaviour
- encourage him / her to see the victim's point of view
- make it extremely clear that we disapprove and will not tolerate it at the school
- contact parents and request a meeting to discuss the problem and possible strategies to ensure that the behaviour does not continue.

Should all of the above strategies fail to bring about a change in a child's behaviour, we will not hesitate to exclude the child from the school.

How Parents can Help

Parents have an important part to play in our anti-bullying policy. We ask parents to:

- Look out for unusual behaviour in your children –for example, they may suddenly not wish to attend school, feel ill regularly, or not complete work to their usual standard.
- Always take an active role in your child's education. Enquire how their day has gone, who they have spent their time with, etc.
- If you feel your child may be a victim of bullying behaviour, inform school immediately. Your complaint will be taken seriously and appropriate action will follow.
- If a child has bullied your child, please do not approach that child on the playground or involve an older child to deal with the bully. Please inform school immediately.
- It is important that you advise your child not to fight back. It can make matters worse!
- Tell your child that it is not their fault that they are being bullied.
- Reinforce the school's policy concerning bullying and make sure your child is not afraid to ask for help.
- If you know your child is involved in bullying, please discuss the issues with them and inform school. The matter will be dealt with appropriately

Promoting Anti-Bullying and Bullying Awareness and Education

Within the curriculum, the school raises awareness of the nature of bullying through inclusion in PSHE sessions, assemblies and in other subject areas as the opportunity arises.

What can children do if they are being bullied?

Wherever children are in school, they have the right to feel safe. Nobody has the right to make anyone feel unhappy. If someone is bullying them, it is important to remember that it is not their fault and there are people who can help them. The following strategies are taught to our children:

Don't Fight - Make it Right

- Be assertive - stand up to them, look at them directly in the eye, tell them to stop and mean it.
- Stay in a group; bullies usually pick on individuals.
- Get away as quickly as you can and find help.

- Tell someone you can trust – it can be a teacher, a teaching assistant, a midday supervisor, a parent, a friend, a brother, a sister or a relative.
- If you are scared, ask a friend to go with you when you tell someone.
- If you don't feel you can talk to someone about it, write it down and give it to a member of staff (or ask a friend to give it to a member of staff)
- When you tell an adult about the bullying give them as many facts as you can (What? Who? Where? When? Why? How?).
- Keep on speaking out until someone listens and helps you.
- Try not to let the bully know that he/she is making you feel upset.
- Keep a diary of what's been happening and refer to it when you tell someone.
- Never be afraid to do something about it, and quick!
- Don't suffer in silence.
- Don't blame yourself for what is happening.
- Remember that you can call ChildLine.

What can you do if you see someone else being bullied? (The role of the bystander)

Ignoring bullying is cowardly and unfair to the victim. Staying silent means the bully has won and gives them more power. There are ways children can help without putting themselves in danger.

These strategies are taught to our children:

Don't Fight - Make it Right

- Don't smile or laugh at the situation.
- Don't rush over and take the bully on yourself.
- Don't be made to join in.
- If safe to do so, encourage the bully to stop bullying.
- If you can, let the bully know you do not like his or her behaviour.
- Shout for help.
- Let the victim(s) know that you are going to get help.
- Tell a member of staff as soon as you can.
- Try and befriend the person being bullied.
- Encourage the person to talk to someone and get help.
- Ask someone you trust about what to do.
- If you don't feel you can talk to someone about it, write it down and give it to a member of staff.
- Call a helpline for some advice.

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