

GARFIELD PRIMARY SCHOOL
ANTI-BULLYING POLICY
September 2017



(See Also Behaviour Policy)
Reviewed and agreed by governors – Ratified Autumn term 2017

Introduction

For effective learning and socialisation to take place it is important that a harmonious, positive atmosphere is created in school and that children and staff are by and large, happy whilst in school. Any form of bullying is detrimental to this atmosphere and has a long-term damaging effect on victims, perpetrators and those who witness such behaviour. Bullying must be taken seriously and dealt with immediately. Pupils should see that bullying of any sort is unacceptable. They should feel confident that they can attend school without fear of ill treatment.

Aims

- To provide a safe, caring environment for the whole school community, especially the children in our care.
- To instill in children that bullying is unacceptable and that reports of bullying will be taken seriously, recorded and acted upon.
- To reassure children that they will be listened to and will know that it is all right to tell.
- To empower and educate children in dealing with bullying and preventing children becoming perpetrators
- To heed parents concerns and keep them informed of actions taken in response to a complaint.
- A full investigation will follow any report of bullying with detailed records kept of incidents, reports and complaints.
- To take appropriate action, including exclusion in cases of severe bullying.
- To monitor incidents of bullying during the school year by the headteacher.
- A separate list of any racist and homophobic incidents will be kept.

Definition

Bullying is the use of deliberately hurtful behaviour, often repeated over a period of time, where it is difficult for the person being bullied to defend themselves. Bullying results in pain and distress to the victim.

The main types of bullying are:

- physical (e.g. hitting, kicking or any use of physical violence, theft, damaging an individual's property)
- verbal (e.g. name-calling, teasing, racist taunts)
- emotional (e.g. spreading rumours, excluding someone from social groups, tormenting)

Signs and Symptoms of Bullying

A pupil may indicate that he/she is being bullied by changes in his/her behaviour. All members of staff and parents have a responsibility to be aware of these possible signs and respond in accordance with school policy if bullying is suspected. Investigation should take place if a pupil:

- is frightened of walking to or from school;
- is unwilling to go to school;
- begins truanting;
- becomes withdrawn, anxious, or lacking in confidence;
- becomes clingy and wants to remain with adults;
- starts stammering;
- cries him/herself to sleep at night or wets the bed;
- feigns illness in the morning;
- deterioration in the child's work;
- arrives home with clothes torn or belongings damaged;
- has possessions that 'go missing';
- asks for money or starts stealing money (to pay bully);
- has unexplained cuts or bruises;
- arrives home hungry (money or lunch has been stolen);
- becomes aggressive, disruptive or unreasonable;
- is bullying other children or siblings;
- stops eating;
- is frightened to say what's wrong.

These signs and behaviours may indicate other problems, but bullying should be considered a possibility and therefore the cause of the above investigated. If bullying does occur, all pupils will be able to report it and know that incidents will be dealt with promptly and effectively.

Pupils have a responsibility as well as staff to help eradicate bullying and therefore anyone who knows that bullying is happening is expected to tell a member of staff.

Procedure in Dealing with Bullying

If bullying is reported

- All bullying incidents must be reported to any member of staff who will then deal with the situation as a matter of urgency.
- A clear account of the incident will be recorded and given to the senior member of staff on duty.
- The senior member of staff will investigate the incident further by interviewing all pupils involved and any members of staff who can provide additional information.
- The Headteacher will be informed.
- A record of the individuals' viewpoints will be recorded and kept in the Bullying Incidents' File.

- The outcome will be decided by the senior member of staff.
- Parents of victim and perpetrator will be informed and involved as appropriate.
- Sanctions will be put into effect as laid out in the school Behaviour Policy.
- Inclusion team informed and support made available for both the victim and perpetrator
- If appropriate, outside agencies will be involved (e.g. Place 2 Be, Education Welfare Services, Behaviour Support Services, Social Services and Educational Psychology Service) and there will be further consultation with parents.
- Exclusion will result, as a last resort, if other sanctions have failed to have the desired effect.

Support for the Victim

- The pupil will be given an immediate opportunity to talk about the experience with an appropriate member of staff.
- He/she will be assured that the situation is being dealt with.
- The pupil will be advised upon appropriate strategies to deal with bullying, e.g. speaking out assertively.
- He/she will be given the opportunity to tell the bully how he/she feels and receive an apology.
- Steps will be taken to restore the pupil's self-esteem and confidence.
- The pupil will be encouraged to report any further bullying incidents immediately.
- The pupil's parents will be advised of the steps being taken to ensure his/her safety and to prevent repetition of the bullying.
- The inclusion team will offer support from the learning mentors, Place 2 Be or if necessary an outside agency.

Action for Perpetrator (s)

- The pupil will be spoken to by a senior member of staff regarding the unacceptable nature of bullying.
- Attempts will be made to discover why the pupil became involved.
- The bully will be expected to make a genuine apology and listen to the victim.
- The appropriate sanction related to the severity of the incident will be explained and implemented.
- Strategies will be put in place to try to help the pupil change his/her behaviour.
- The parents will be informed and asked to support the action being taken by the school.
- The inclusion team will offer support from the learning mentors, Place 2 Be or if necessary an outside agency.

Follow-up to Incident

- The victim's welfare will be discreetly monitored by the class teacher and the inclusion team.
- Further support will be provided for the victim as appropriate.
- The bullying pupil's behaviour will be closely monitored and improvements praised.

In the majority of cases we would hope that parents will support any action that is taken as a result of bullying. However, if a parent does not agree with the action taken by the school they should contact the Headteacher or Chair of Governors directly.

Awareness and Prevention of Bullying throughout the School

Within the curriculum the subject of bullying and its unacceptability is regularly addressed through PSHE; Assemblies and other subject areas as appropriate

Strategies and other structures to support anti-bullying:

- E-Safety
- Peer Support
- School Council
- Circle Time and Philosophy for Children
- Buddying
- Friendship Stop
- Learning Mentors
- Place 2 Be

Monitoring, Evaluation and Review

This policy will be promoted and implemented throughout the school. Its effectiveness will be monitored regularly by the Leadership Team and updated as necessary to meet the changing needs of the school. It will be reviewed at least annually as part of the school's cycle of monitoring.