

### 1. Introduction:

Bullying is action taken by one or more children with deliberate intention of hurting another child, either physically or emotionally. It can also manifest as a deliberate intention to socially exclude a child or group of children.

Bullying can take many forms. It is deliberate hurtful behaviour any may take place over a period of time. The main forms of bullying are:

- Physical - Hitting, kicking, hair pulling, punching, taking belongings etc.
- Verbal - Name calling, insults, racism.
- Indirect Bullying - Spreading nasty stories, excluding.

It is the responsibility of all staff to challenge bullying every time it is discovered. Every suspicion and allegation must be taken seriously and investigated thoroughly. Every proven case of bullying will be taken very seriously. We are aware that bullying can take many forms including racist, sexist, social and homophobic harassment.

### 2. Aims and Objectives:

Bullying is wrong and damages individual children. We therefore do all we can to prevent it, by developing a school ethos in which is regarded as unacceptable.

We aim, as a school, to produce a safe environment where all can learn without anxiety. This policy aims to produce a consistent school response to any bullying incidents that may occur. We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our school. Bullying will not be tolerated.

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors and 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 assured that they will be supported when bullying is reported.

### 3. Roles and Responsibilities:

#### **The Role of the Governors**

The Governing Body supports the Head Teacher in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the Governing Body does not allow bullying to take place in our school. They are mindful that any incidents of bullying that do occur are taken very seriously and dealt with appropriately and promptly.

The Local Education Authority monitors the incidents of bullying that occur, and the school reviews the effectiveness of the school policy regularly. The KLEA requires the Head Teacher to keep accurate records of all incidents of bullying and the school reports to the Governors on request, about the effectiveness of the policy.

#### **The Role of the Head Teacher**

It is the responsibility of the Head Teacher to ensure that the school implement the anti-bullying strategy; to ensure that all staff (both teaching and non-teaching) are aware of the school policy; and, that staff know how to deal with incidents of bullying. The Head Teacher reports to the Governing Body about the effectiveness of the anti-bullying policy on request.

The Head Teacher ensures that all children know that bullying is wrong, and it is unacceptable behaviour in our school. The Head Teacher draws the attention of children to this fact at suitable

moments. For example, if an incident occurs, the Head Teacher may decide to use assembly as a forum in which to discuss with the children why the bullying behaviour was wrong.

The Head Teacher ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying.

The Head Teacher sets the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

## **1. The Role of the Teacher**

Teachers in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place. They take appropriate action to deal with incidents that happen in their class, and those that they are made aware of on the school. Procedures for addressing bullying are included within this policy.

If teachers witness an act of bullying, they do all they can to support the child who is being bullied. If a child is being bullied over a period of time, then after consultation with the Head Teacher, the Teacher informs the Child's Parents.

We keep an anti-bullying logbook in the Head Teacher's room where we record all incidents of bullying that occur. If any adult witnesses and act of bullying, they should record the event in the logbook and their own class incident books.

If teachers become aware of any bullying taking place between members of a class, the issue is dealt with immediately. This may involve counselling and support for the victim of the bullying, and sanctions for the child who has carried out the bullying. We spend time talking to the child who has bullied: we explain why the action of the child was wrong, and we endeavour to help the child change their behaviour in future. However, we do not allow the bully to mix socially with other children until we are sure the bullying will not be repeated. If a child is repeatedly involved in bullying other children, we inform the parents and invite them into school to discuss the risk of exclusion.

Teachers routinely attend training, which enables them to become equipped to deal with incidents of bullying and behaviour management. Teachers attempt to support all children in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.

### **The Role of Parents/Carers**

Parents/carers, who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately. Parents/carers have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school.

## **4. Implementation:**

### **Inside School**

Children will be praised for the co-operative, helpful, kind, caring behaviour in conjunction with the Golden Rules. Children will be helped to find their own solutions to personal disagreements through Learning Mentor Groups or short discussions in Circle time.

If allegations of bullying are made to staff they must always take it seriously and investigate. The Learning Mentor has forms which should be completed to ensure that the investigation is thorough. A buddy system is set up every year with Year 6 children acting as Anti-Bullying Officers to support victims, act as an adversary or to write down incidents. Children who feel they cannot speak to anyone

about an incident may complete a form themselves and place it in the box provided outside the Deputy Head's Office.

If bullying has taken place we encourage open discussion between the bully and the victim, so that the bully begins to understand the impact their behaviour has on others. If it has been found to be repetitive or serious bullying the perpetrator is removed from social situations with their peers, for an agreed period of time and parents are invited into school to discuss a way forward. In severe or prolonged bullying, in addition to being removed from social situations, a discussion will take place with the parents about the possibility of exclusion.

Teachers will help prevent bullying by encouraging children not to exclude other children from their games and activities. By encouraging children to tell if they have been bullied or have seen someone else being bullied we aim to promote assertiveness but not aggression. It is expected that staff model appropriate language and behaviour.

Golden Rules should be observed at all times. Our classroom code sets out all our expectations and the rewards and consequences which go with them.

### **Playground**

All adults who supervise children in the playground will need to follow agreed procedures.

Minor incidents should be dealt with at the time by giving the children a reminder of the Golden Rules and suggesting a different way to behave.

Violent incidents and name calling are not necessarily bullying. Unkind behaviour should be investigated thoroughly and then dealt with firmly. Bullying is less common and requires different strategies. It can never be assumed unless thoroughly investigated and must never be called bullying unless proved.

Bullying often takes place where it cannot be seen so it is important that there is always a member of staff in and around the toilets. All other members of staff must be separate from each other, involving children in games where possible, but maintaining a view of the whole play area. When not involved in games staff should patrol the entire playground, joining large gatherings of children to avoid any problem behaviour escalating, engaging the children in conversation to get to know them and, watching for dangerous behaviour such as, kicking, running without looking etc.

Golden Playground Rules should be observed in the playground at all times. Our playground code sets out all our expectations and the rewards and consequences which go with them.

### **Racist, Sexist and Homophobic Bullying**

These forms of bullying must be taken seriously. They are always unacceptable.

These types of bullying may take many forms - verbal abuse, violence, exclusion from groups etc. Any child who feels they have been treated in a racist/sexist/homophobic behaviour must investigate thoroughly. They should follow the same procedures for general bullying incidents with a focus on the nature of the bullying. Children who have been victims will need to be comforted and reassured.

Racist incidents must be reported to the Head Teacher. A Racist Incident Book is maintained in the head Teachers room. Returns of the number of incidents are sent regularly to the LEA.

The Head Teacher will contact parents who are racist/sexist/homophobic in their dealings with staff. She will also contact the LEA on their behalf.

Teachers should make every effort to ensure that parents are aware of the schools stance if they demonstrate racist/sexist/homophobic views in their behaviour or conversation.

## **Signs and Symptoms**

A child may indicate by signs or behaviour that he or 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
- doesn't want to go on the school / public bus
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or " go missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber message is received

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

## **Procedures**

1. Report bullying incidents to staff
2. In cases of serious bullying, the incidents will be recorded by staff
3. In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem
4. If necessary and appropriate, police will be consulted
5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
6. An attempt will be made to help the bully (bullies) change their behaviour

## **Outcomes**

1. The bully (bullies) may be asked to genuinely apologise. Other consequences may take place.
2. In serious cases, suspension or even exclusion will be considered
3. If possible, the pupils will be reconciled
4. After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

## **Prevention**

We will use KIDSCAPE methods for helping children to prevent bullying. As and when appropriate, these may include:

- writing a set of school rules
- signing a behaviour contract
- writing stories or poems or drawing pictures about bullying
- reading stories about bullying or having them read to a class or assembly
- making up role-plays (or using KIDSCAPE role-plays)
- having discussions about bullying and why it matters

#### 5. Inclusion:

Gainsborough Primary School aims to be responsive to all aspects of diversity and to increase the learning and participation of all pupils within the school and its locality. We have inclusive values which are shared between all staff, pupils, governors, parents/carers and the wider community, in a secure, accepting, collaborative and stimulating environment. Everyone is valued and diversity is seen as a rich resource to enhance and support the learning of all.

This inclusive culture is reflected in all school policies and practices. We ensure that classroom and extra-curricular activities encourage participation of all pupils, drawing on their knowledge and experience outside school. Teaching and support are integrated together, enabling all pupils to overcome barriers to learning and participate fully in school life.

Inclusion is achieved through analysis and assessment of children's needs, by monitoring the quality of teaching and the standards of pupils' achievements and by setting targets for improvement. Learning for all children is given equal priority and available resources are used to maximum effect.

#### Disability Equality Scheme:

Gainsborough Primary School is committed to include the views and needs of pupils, staff, parents/carers and members of the public within our Disability Equality Scheme. The scheme embodies good practice and aims at eliminating discrimination against disabled people within the school community.

We have a commitment and obligation to work and consult with all stakeholders in identifying barriers within our school for disabled people; eliminating and reducing these barriers by the implementation of an action plan which informs and is embedded in our whole school Disability Equality Scheme. The consultation process has been the corner stone in assisting our school in recognising its general duty to promote disability equality. Therefore, transparency, consultation and active engagement lie at the heart of this scheme.

Gainsborough Primary school welcomes its general responsibilities under the new disability Equality Duty to having due regard to the need to:

- Promote equality of opportunity between disabled and non-disabled people;
- Eliminate discrimination that is unlawful under the Disability Discrimination Act;
- Eliminate harassments of disabled persons that is related to their impairments;
- Promote positive attitudes towards disabled people;
- Encourage participation by disabled people in public life; and
- Take steps to take account of a disabled person's impairments, even where that involves treating the disabled person more favourably than other people.

The scheme sets out the steps that the governing body takes to ensure improved outcomes for disabled pupils, parents/carers and staff in all aspects of the school life. A representative steering group has been set up to develop and monitor the scheme.

#### 6. Recording and Reporting:

All incidents must be recorded in class incident books and the log book kept in the Head Teachers room. Parents/carers of any children involved in bullying incidents will be informed and kept in touch about any follow up.

#### 7. Resources:

We have many PSHCE resources that can support class work on Bullying issues and we also have a week every year where we use the SEAL resources - Say No to Bullying.

#### 8. Monitoring, Review and Evaluation:

This policy is monitored on a day-to-day basis by the Head Teacher, who reports to Governors about the effectiveness of the policy on request.

The Governors review the effectiveness of the policy annually. The LEA monitors entries in the school's anti-bullying logbook annually. The LEA analyse information with regard to gender, age and ethnic background of all children involved in bullying incidents.

#### **HELP ORGANISATIONS:**

Advisory Centre for Education (ACE)	0808 800 5793
Children's Legal Centre	0845 345 4345
KIDSCAPE Parents Helpline (Mon-Fri, 10-4)	0845 1 205 204
Parentline Plus	0808 800 2222
Youth Access	020 8772 9900
Bullying Online	<a href="http://www.bullying.co.uk">www.bullying.co.uk</a>

Visit the Kidscape website [www.kidscape.org.uk](http://www.kidscape.org.uk) for further support, links and advice.

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### **Bullying Information Sheet**

*If you see or know someone is being bullied, tell the teacher.*

*If you are being bullied, tell the teacher.*

*Remember, if you do nothing about bullying,  
you are telling the bully that it is okay.*

*You have the ability to take control of your life!*

#### **Facts about Bullying**

Bullying is more than just teasing.

Anyone can be a bully. Some environmental factors that may contribute to a child developing bullying behaviour include:

- Too little supervision of children and adolescents.
- A "payoff". Children learn that bullying works when adults give in to an obnoxious or aggressive child.
- Aggressive behaviour in the home. Watching adults bully each other gives children the tools to become bullies.
- Harsh physical punishment.
- Abusive peers.
- Constant negative feedback.
- Expecting hostility.

#### ***ANYONE CAN BE A VICTIM***

***Bullying isn't a modern problem***

***Bullying affects everyone***

***Bullying is a serious problem***

***We can work together to find solutions***

#### **What is Bullying?**

Our children usually know what bullying is because they see it every day! Bullying is when a stronger, more powerful person hurts or frightens a smaller or weaker person deliberately and repeatedly.

Bullies like to strong and superior. They enjoy having power over others. Bullying can take many forms:

- Punching, shoving and other acts that hurt people physically
- Acting like they rule the world
- Bossing people around
- Breaking people's things
- Cheating
- Embarrassing people
- Gossiping
- Hitting/ kicking
- Racist and sexist comments
- Name calling
- Putting people down
- Screaming
- Taking people's things
- Telling mean jokes
- Teasing

It is NOT tattling to tell an adult when you are being bullied. It is the smart thing to do! The adult is generally the only person who can really help you do something about the bullying.

Fighting or getting even with a bully is NOT the best way to deal with bullying. First of all you could get hurt and you might get in trouble. Besides, if you try to retaliate or get even, then you are acting just like the bully. Further more; the bully may come after you again - this time to get even with you.

### **A Few Things to Try Instead of Retaliating**

- Count to 10! Think - don't just react to bullying. Consider your options.
- You always have a choice.
- Tell the person to stop.
- Keep your hands and feet to yourself. Retaliating may just make the bully angrier and you may get hurt.
- Walk away.
- Use I messages, "I don't like that!"
- Breath
- Find an adult and tell them what happened. You should always inform an adult when bullying happens. The school can not stop bullying unless you let them know what is happening. This is different from the proverbial 'tattling'. Tattling is only intended to get someone in trouble - informing is used when someone is hurting you or someone else.
- Draw or write about what happened in a journal.
- Stay together in a group - bullies tend to target loners.
- Refuse to join in.
- Believe in yourself.

### **Why Do Some People Bully?**

Sometimes, kids will bully for no reason at all. It can be a way to being popular and or a way to think they are better. Bullying can also happen because kids want to look tough. They might even be jealous.

Sometimes, these children were bullied themselves and now want to appear tougher. Many times, when children bully other children, they are trying to make themselves feel more important.

### **Why Are Some Children Bullied and Other Are Not?**

Sometimes children are bullied because they are different. It can be something really simple like wearing glasses or a name. Others bully because of skin colour, size, weight, or clothes. Any way you look at it, bullying is wrong. Every one is different in some respect.

### **Signs That a Child Is Being Bullied**

Not wanting to go to school - suddenly not feeling well or making up an illness such as stomach-aches, headaches, etc.

Missing money or other belongings

Poor concentration

Sudden change in attitude toward school

Changes in your child's normal academic proficiency.

Change in temperament.

Change in normal routines - wanting a ride instead of walking, etc.

Seems happy on the weekends but not during the week.

### **Suggestions for Stopping a Bully**

**Agree with everything the bully says** (instead of arguing!).

"Yeah, you're right." The more you defend or argue the more fuel the bully has to harass you.

**Use humour** - laugh at them.

Turn they put-down into a joke - agree with them. Bullies bully because they know how to push your buttons! If they can't get you mad, eventually they will leave you alone.



**Bore the bully with countless, silly questions.**

"You're ugly." What is ugly anyway? How do you rate 'ugly'? Am I a 10 ugly or a 1 ugly? How do you know I'm ugly? Have you ever really seen ugly? Etc bullies will get bored and walk away.

**Be a Broken Record**

Say the same thing no matter what the bully says. That's your opinion - over and over again. Every time the bully says something, you repeat the same phrase.

Just say NO!

[Bullying Online](#) Includes numerous sections including advice for parents and students.

[Stop Bullying Now](#) This website provides information about what bullying is; what you can do about it, and what adults can do. Includes questions to help find out if you are bullying others as well as what to do when you see bullying.

[What's Bullying](#) This site answers questions generally asked about bullying, including: What is Bullying? Why do some people bully?