



Sir John Cass's Foundation Primary School

ANTI-BULLYING POLICY

Date adopted	Autumn 2016	Notes School Policy
Last Reviewed	2016	
Review Cycle	As necessary	
Review by	Headteacher	

Aims

The purpose of the anti-bullying policy is to:

- define types of behaviour that can be described as bullying
- outline strategies for preventing bullying and helping victim and bully
- provide guidance for dealing with incidents of bullying

1. What is bullying?

Bullying is behaviour that intimidates or lowers another person's self-esteem.

There are many definitions of bullying but most consider it to be:

- hurtful, causing pain and distress
- repeated over a period of time
- intimidating, difficult for victims to defend themselves

Bullying can take many forms, three main types are:

- physical - hitting, kicking, pushing, slapping, pinching, snatching or taking property, inappropriate/uninvited touching
- verbal - name-calling, teasing, insulting, making offensive or threatening remarks
- indirect - spreading hurtful or personal stories about someone, exclusion from social groups, ignoring, use of unacceptable body language or non-verbal 'comments' (e.g. giving dirty looks), intimidation

Situations that may lead to bullying:

- friendship group/peer pressure
- race (ethnic origin, nationality or colour)
- gender/sexuality
- religious beliefs
- new child in school
- child with family crisis
- ability
- difference of any kind e.g. age, size, wearing glasses

Factors that may lead to bullying:

- victim of bullying themselves
- enjoyment of power and creating fear
- copying behaviour seen at home, school, on TV or in neighbourhood
- low self-esteem, insecurity
- peer pressure, wanting to be one of the gang

2. Role of school

Through the curriculum provide opportunities to:

- raise awareness of bullying and the anti-bullying policy in classroom practice and targeted assemblies
- increase understanding for victims and bullies
- establish an anti-bullying ethos
- teach pupils how to constructively manage their relationships

- participate in national initiatives e.g. National Anti-bullying Week

Provide strategies for preventing bullying by:

- encouraging children to work co-operatively
- addressing bullying issues in circle time, school and class councils, PSHE and DARE
- use young leaders- e.g. house captains to be anti bullying ambassadors
- careful induction for new pupils
- developing a 'listening' ethos
- staff training
- providing good role models
- regular communication between lunchtime staff, teaching team and Play Centre staff
- purposeful use of the worry box in the classroom
- regular pupil voice initiatives including pupil questionnaire

When responding to incidents of bullying staff will listen to children and parents and respond in the following ways:

- talk to all children involved to establish facts without making assumptions
- record discussions and meetings (records will be kept in child's file)
- inform key stage co-ordinator, deputy head or head teacher immediately of any bullying incidents
- discuss incident with parents of all children concerned
- apply appropriate sanctions,
- follow up incidents and monitor to make sure bullying has not continued
- adopt a problem solving approach (not 'blame and shame') to support the victim and bully
- record racist incidents or bullying on SIMS as a designated category
- report serious incidents to the governors
- for continuing serious bullying, children may be excluded

3. Monitoring and Evaluation.

- governors informed termly on behaviour issues
- parents informed annually on behaviour via Governors report
- termly monitoring of school data on behaviour including information gained from pupil survey
- monitoring of children's views through Circle time, School council and surveys

4. Role of parents:

- encourage your child to talk to someone if you suspect they are worried about bullying
- talk to a member of staff if you are worried about bullying, do not approach the bully or their family
- take seriously what your child is saying
- talk through next step with your child
- don't condone bullying
- support anti-bullying ethos

- raise children's self esteem

5. Role of children:

- don't put up with being bullied
- do talk to adults at home or school if you are being bullied
- do take a friend with you if you are scared to tell an adult alone .
- do write down what has happened and use DARE box
- do tell if you see someone being bullied
- don't ignore bullying, it won't go away