

# PARSLOES PRIMARY SCHOOL

## School Policy

### ANTI BULLYING

#### RATIONALE

One of the more distressing experiences for a child is to be bullied. Bullying occurs in all schools and its effects, which can be both short and long term, can lead to unhappiness, loss of self-esteem and under-achievement.

#### PURPOSE

To recognise that bullying will happen or is happening in this school.

To define what bullying actually is. There is confusion in parents and children's understanding of the definition of bullying.

To initiate the first stage of stimulating an 'anti-bullying' culture, between pupils, between staff and pupils and, equally important, between staff themselves.

To ensure consistency in the way bullying incidents are managed and recorded.

#### DEFINITION

Bullying is defined as deliberate, hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves.

Bullying is anti-social behaviour and affects everyone. It is unacceptable and will not be tolerated.

Bullying involves the abuse of power, it is *persistent* and it is *personal* to the individual.

Bullying is premeditated.

Bullies choose victims for a reason.

Adults can also be bullies.

A one-off act of random violence against a child who happens to be in the wrong place at the wrong time (though clearly unacceptable) is not bullying.

Bullying can take many forms.

- Emotional Being unfriendly, excluding, tormenting ( eg hiding belongings, threatening gestures)
- Physical pushing, kicking, hitting, punching or any use of violence
- Racist racial taunts, graffiti, gestures
- Sexual unwanted physical contact or sexually abusive comments
- Homophobic using comments or phrases in a derogatory way
- Verbal name calling, sarcasm, spreading rumours, teasing
- Cyber All areas of internet, such as email & internet chat rooms, social network sites. Mobile threats by text messaging and calls

(Adapted Kids Scape Sample Anti bullying policy)

## GUIDELINES

1. To promote an anti-bullying culture within the school by reinforcing our agreed Code of Conduct, where all agree and understand how they are expected to behave towards each other.
2. Our Code of Conduct will be sent to all families at the start of each academic year and given to new pupils when they join our school.
3. All pupils and staff sign our Code of Conduct at the start of each academic year or when they join us.
4. Reference should be made throughout all lessons and activities in school, to our Code of Conduct.
5. Staff should be positive role models for how to behave towards others and are crucial in promoting an Anti-Bullying culture in our school.
6. Each half term we plan a 'Thinking Day', where SEAL (Social Emotional Aspects of learning) objectives are explored.
7. Parents, staff and pupils should know our agreed definition of Bullying; by making sure it is explained in class to pupils and included in prospectus, website and staff handbook, which are updated annually.
8. Children should expect their concerns to be taken seriously by all staff. This can be during conversations or through each class's Worry Box, where pupils can write down their worries. These are read daily and acted upon by the class teacher.
9. It is the responsibility for all staff and pupils to address, any potential instances of bullying by at least informing an appropriate member of staff. This is not 'snitching' but doing the right thing. Ignoring such incidences is not acceptable.
10. All possible incidents of bullying should be referred to Assistant Heads, Deputy Head Teacher or Head Teacher.
11. These incidents of reported bullying should be investigated and recorded in the Bullying Log, which is kept in the Head Teacher's office. The appropriate form kept in the Log should be completed and copies of all letters sent to parents should be filed with the form.
12. Anyone identified as bullying another should be helped to rebuild relationships with their peers, as they may be experiencing difficulties themselves.
13. Parents should report any concerns to the school and school staff should investigate and report back the outcome.

14. Incidents need to be resolved. However, when investigating an incident we should accept:
- those who feel aggrieved want to see justice done.
  - blame may not be all on one side
  - it may never be possible to prove what really happened.
  - few incidents can be resolved by the removal of the alleged bully from the school.
  - levels of tolerance may vary enormously
  - expectations of parents, children and staff, may be unrealistic.
15. Staff and parents need to promote positive alternatives, rather than just focussing on the incidents themselves.
16. We need to harness the power of peer pressure and peer support, rather than providing a context for punishment as this will not solve the problem.
17. While we need to understand that some victims of bullying may have inadvertently initiated the incident or lack the skills to avoid it, bullying can never be tolerated. Staff, parents and pupils need to work together to support victims in developing these skills.
18. We all need to develop social skills that promote equality, fairness, care and mutual respect.
19. All need to understand that we do not have to be ‘best friends’ in order to learn to get along tolerably with each other.
20. Pupil’s self esteem needs to be increased so that they are empowered to help themselves.