

PARSLOES PRIMARY SCHOOL



Anti-Bullying Policy 2018-2019

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RATIONALE

This school is completely opposed to bullying and will not tolerate it. It is entirely contrary to our school values and principles we work and live by. All members of the school community have a right to work in a secure and caring environment. They also have a responsibility to contribute, in whatever way they can, to the protection and maintenance of such an environment.

PURPOSE

To abide by legislation. The Equality Act 2010.

To recognise that bullying happens.

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

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

To ensure that there are no bystanders in this school.

To recognise that bullying is anti-social behaviour and affects everyone.

To stress that it is unacceptable and will not be tolerated.

DEFINITION

Bullying is an act of aggression, causing embarrassment, pain or discomfort to someone. It can take a number of forms; physical, verbal (sometimes with just one word), making gestures, extortion and exclusion. It is an abuse of power. It can be planned and organised, or spur of the moment. It may be perpetrated by individuals or by groups.

Anti –Bullying Approach

A child friendly 'definition' of bullying that can be helpful is any unkind action or comment that occurs towards an individual **several times on purpose**.

SEVERAL TIMES ON PURPOSE (S.T.O.P)

FORMS OF BULLYING

- Physical violence such as hitting, pushing or spitting at another pupil.
- Interfering with another pupil's property, by stealing, hiding or damaging it.
- Using offensive names when addressing another pupil.
- Teasing or spreading rumours about another pupil or his/her family.
- Belittling another pupil's abilities and achievements.
- Writing offensive notes or graffiti about another pupil.
- Excluding another pupil from a group activity.
- Ridiculing another pupil's appearance, way of speaking or personal mannerisms.
- Misusing technology (internet or mobiles) to hurt or humiliate another person.
- Racist - racial taunts, graffiti, gestures
- Sexual - unwanted physical contact or sexually abusive comments
- Gender based - using comments or phrases in a derogatory way of a homophobic, biphobic or transphobic nature. It is unacceptable to use the word 'gay' as a term to describe something as being something 'rubbish'.
- Targeting children that do not conform to being 'a typical boy' or 'a typical girl'.

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 regardless of race, faith or gender.

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. 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.
7. 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.
8. It is the responsibility for all staff and pupils to address, any potential instances of bullying by informing an appropriate member of staff. Ignoring such incidences is not acceptable.
9. All incidents of bullying should be referred to Assistant Heads, Deputy Head Teacher or Head of School.
10. These incidents of reported bullying should be investigated and recorded in the Bullying Log, which is kept in the Head of School'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.
11. Anyone identified as bullying another should be helped to rebuild relationships with their peers and be allowed to show remorse towards their victim.
12. Parents must report any instances of bullying to the school. School staff should investigate and report back the outcome as soon as possible.
13. Incidents need to be investigated and resolved quickly.
14. We all need to develop social skills that promote equality, fairness, care and mutual respect celebrating differences.

WAYS TO COMBAT BULLYING

- Actively promote respect and understanding of LGBT.
- Developing an awareness raising programmes through our Curriculum & parent information workshops. (Seeking the views of parents as partners).
- Survey/questionnaires distributed to pupils, parents and whole school staff.
- Obtaining the views of school ambassadors.
- Understand that there are many types of families that need support.
- Stand against bullying as a whole school community.

