

Written by: parent group, head teacher, governors
Reviewed by:
Shared with staff:
Seen by Governors on:
Review date: spring 2017

Gargrave CE (VC) Primary School

Anti- Bullying Policy

Scope

This policy covers all pupils at school or engaged in school initiated activities out of school. It includes Out of School Club, off school site visits and response to bullying activity out of school e.g. cyber bullying, outside school premises 'to such an extent that is reasonable'.

Aims

Our school values are;

RESPECTFUL

Standing for

Respect, Enjoy, Safe, Politeness, Equal, Confidence, Trust, Forgiveness, United, Learning.

Bullying is always unacceptable and claims of bullying will always be acted upon and taken seriously until there is evidence that the bullying has ceased.

Considerations

Legislation states "*the policy determined by the headteacher must include measures to be taken with a view to encouraging good behaviour and respect for others on the part of pupils and, in particular, preventing all forms of bullying among pupils*". (Education and Inspections Act 2006)

This policy is to be read in conjunction with the discipline policy, health and safety, child protection, acceptable use policies and equality scheme (links to Equality Act 2010). All copies are in the staff room file.

Planning

We define bullying as;

Persistently and deliberately hurting a child or an adult, emotionally or physically. The emphasis being on persistence. This persistence may be by an individual, group or different pupils. There is an imbalance of power, there may be control over the relationship. It can manifest in different ways; this may be physical, or psychological. It may involve intellectual imbalance, or an emotional intelligence imbalance. It can have the capacity to socially isolate. It can result in the intimidation of a person, or persons, through the threat of violence, or by isolating them either physically or on-line.

For our pupils we have simplified this definition to:

"Hurting, or being mean, to another person, or group, on purpose, more than once".

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Bullying may be different types such as

- Homophobic
- Disablist
- Racist
- Sexist
- Faith targeted
- SEN
- difference

How to report bullying.

We take every report of bullying seriously. Staff will first assess whether a child is at risk of harm and if so will follow the child protection policy.

We ask that child or parent/ carer reporting bullying keeps a diary of events. Record who was involved, when, were there any witnesses? Evidence (particularly important for on-line- screen shots).

Pupils may report bullying through

- 'blowing the whistle' on DB primary- this allows a comment to be made which then gets sent to lead staff users of the site.
- Speaking to a staff member
- Speaking to a friend, another adult, parent

Record keeping (appendix 3)

- Incident of bullying behaviour
- Listen to the child on the receiving end of bullying- include in agreed actions.
- Action taken by staff, who and when
- Type of bullying

Preventing bullying

An Ethos of good behaviour

- Values RESPECTFUL
- 'every child counts' – we care deeply for every child.
- Raised importance and emphasis on 'manners'
- Motivation to achieve
- Behaviour policy written for everyone, pupils and adults. Clear rules for school and playground.
- Modelling by adults and older pupils

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Gather intelligence about issues between pupils:

- Suggestion box in the entrance red chairs
- Suggestion boxes in the classrooms and shared areas (could include worries)
- Parents having access to teachers at start and end of the day
- Notes in planners
- Children contact teachers via DB Primary
- Monitor happiness of pupils and share concerns between parents- staff
- ALL Staff LISTENING to pupils and taking what they say seriously (including volunteers in school)

Strategies to prevent bullying

- Induction of new staff and volunteers- share what to do and how before starting work
- Diversity week/ happiness day/ week- appropriate curriculum
- Global schools work
- Educate about race, culture and ethnicity
- Review physical space- minimise 'blind' spots- supervision maintained at all times, zones...
- Space in classrooms for reflection, peace, calm, mindfulness.....
- Teaching empathy and assertiveness
- Assertiveness training for passive children
- Curriculum- e.g. faith and cultural visits, Malham, London within and beyond the community
- Happiness day- happiness themes- 'we don't have to agree on everything to show kindness'
- Nurture groups, small group of pupils
- Anti-bullying week-
- Crucial crew for Y6 pupils
- After-school clubs and team building activities across the ages- themes days.
- Anti-bullying leaflets for parents.
- Visits to care homes- harvest hamper gifts, carol singing
- School council- charity work
- Monitors (year 6)
- Know who to talk to
- Termly parent forum for set agenda
- Persuading children that it is fine to play with different year groups, in different playgrounds

Implementation

When the school receives information on an incident, The first decision is the level of the behaviour, low medium or high and any safeguarding issues. Then follow the steps as detailed in the 'Procedures for Dealing with Bullying Incident in Schools'. **Appendix 2**



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Report template to be used in **appendix 3** and to be submitted to Local Authority as appropriate

Responsibilities

Prime responsibility is to report incidents of bullying, and concerns they have that someone may be being bullied.

The Headteacher will ensure that:

- ✓ bullying behaviour is addressed in the school's behaviour and discipline policy
- ✓ bullying is addressed as an issue in the curriculum
- ✓ all staff receive training that addresses bullying behaviour
- ✓ the governing body is regularly provided with information regarding issues concerning behaviour management including bullying on head teacher's report
- ✓ Head teacher is responsible for the monitoring of the policy and anti-bullying strategies and will liaise with nominated governors

Staff

- ✓ Provide children with a good role model
- ✓ Provide children with a framework of behaviour including class rules which supports the whole school policy.
- ✓ Challenge prejudice including racism
- ✓ Emphasise and behave in a respectful and caring manner to pupils and colleagues, to set a good tone and help create a positive atmosphere.
- ✓ Always be aware and take action when there are concerns about bullying
- ✓ Report and record all allegations of bullying following the school's procedures
- ✓ Ensure pupils, and where appropriate parents / carers, are given regular feedback on the action been taken .
- ✓ Work with parents and pupils until we are sure that the bullying behaviour has stopped.

ALL Children

- ✓ will support the Headteacher and staff in the implementation of the policy
- ✓ will not bully anyone else, or encourage and support bullying by others
- ✓ will tell an adult if they are being bullied, usually either a member of staff, monitor or parent

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- ✓ will act to prevent and stop bullying, usually this is through telling an adult if they know or suspect that someone else is being bullied

Pupils must recognise that being a “bystander” is not acceptable, and understand how their silence supports bullying and makes them in part responsible for what happens to the victim of bullying.

Parents and carers

- ✓ keep informed about and fully involved in any aspect of their child’s behaviour.
- ✓ contact the school immediately they know or suspect that their child is being bullied, even if their child has asked for “secrecy”, and work in partnership with the school to bring an end to the bullying
- ✓ contact the school if they know or suspect that their child is bullying another pupil
- ✓ share with the school any suspicions they have that bullying is taking place even when it does not directly involve their child

When a parent / carer has concerns relating to bullying they should report them to the class teacher or senior staff.

Governors

- ✓ Support the head teacher and staff in the implementation of this policy
- ✓ Be fully informed on matters concerning anti-bullying through head teacher’s report to the Governing Body
- ✓ Regularly monitor incidents and actions taken to be aware of the effectiveness of this policy.
- ✓ Appoint a member of the governing body to have specific responsibility for anti-bullying Mrs Helen Wilson (2015-2016)

Targets of bullying

- ✓ they will be heard seriously
- ✓ they will know who they can turn to “someone to turn to” Staff....Childline...Parents....
- ✓ the incident will be investigated and actions taken where necessary
- ✓ systematic monitoring and adjusting until the target feels safe
- ✓ helped to re-build confidence
- ✓ know they can get support from peers, staff, family and other agencies

Perpetrators of bullying

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- ✓ sanctions, including potential exclusion and behaviour plans will be used to hold them to account for their actions- there is NO excuse for bullying
- ✓ they learn to behave so that they do not cause harm in the future
- ✓ they learn how to repair the harm they have caused

Monitoring

Head Teacher will monitor the number of incidents, the type of incident and report the data to the governing body and the nominated governor

Staff to review behaviour book at the end of each week in conjunction with golden time. Any incidents of bullying to be reported to staff meeting.

Formal review of behaviour book every term.

Annual Parent and Pupil questionnaire will monitor perceptions of bullying.

Health Related Behaviour Questionnaire will look at the impact of actions.

Evaluation

The effectiveness of the policy will be judged through consultation with parents, pupils and members of the community.

Training

Whole school training on anti-bullying will support the policy. Anti-bullying alliance, Fronter has up-to-date information on anti-bullying work in a specific room.

Review date

Summer 2016 to evaluate the effectiveness through pupil consultation.

Things you should know if someone is being mean to you or your friends

At Gargrave School we believe in keeping you safe and you have a right to be safe and enjoy school.

Speak out and together we can stop bullying.

If you or someone you know is being bullied, TELL someone today.

Tell your friends, parents, teachers, family, Mrs Peel or Mrs DeVille

TELL someone or

send a message on DB primary- blow the whistle OR

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Use e mail: admin@gargrave.n-yorks.sch.uk

OR Child Line or other national agency