

CRICK PRIMARY SCHOOL Anti-Bullying Policy

Ethos Statement

Crick Primary School aims to provide a caring, secure and enriching experience; each child is encouraged to develop strong personal, academic, physical and creative skills for lifelong learning.

'The ethos of the school is the determining factor in creating an environment in which children grow up to feel valued and to value others' (NCC Responses to Bullying)

Definition:

Bullying is defined as deliberately hurtful behaviour repeated over a period of time, where it is difficult for those being bullied to defend themselves (This definition agreed with the School Council and staff and shared with parents). Bullying is behaviour, which involves systematic abuse of power. Bullying in school is not confined to children. Adults can also display bullying behaviour towards each other and children. Three main types of bullying are:

- Is meant to be hurtful and happens to more than once.
- Can be direct – physical and/or verbal (name calling, racist remarks)
- Or indirect (spreading rumours, excluding someone from social groups, using others as a means of attack or intimidation).

Bullying may be unwitting but the effect on the victim remains the same. Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of lacking in concentration.

Aim:

To ensure that all adults and pupils learn and work in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at school.

Objectives:

- To promote a happy and secure environment free from bullying in all its forms.
- To take positive action to prevent bullying from occurring.
- To work in partnership with parents to ensure that bullying is discontinued.
- To work with the victim and the perpetrator(s) to overcome instances of bullying ensuring that the root causes are dealt with.

Principles:

- All allegations of bullying will be carefully investigated.
- Pupils, parents and staff will be encouraged to talk openly about the issue.
- Pupils will be actively encouraged to report bullying in school.
- As part of the curriculum, greater understanding of bullying in all its forms will be developed.
- Children will be taught strategies to help them deal with bullying situations they may encounter.
- Staff will respond calmly and consistently to allegations of incidences of bullying.

- The school will protect and support all parties until the issues are resolved.
- Adults as well as children can be victims of bullying. This policy applies to all members of Crick Primary School.

Statutory Duty of School:

The Headteacher has a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils. Schools should explain the arrangements for pupils to report bullying to staff and how staff will investigate them in the prospectus and other documents for staff, pupils and parents. The Court of Appeal in England has established that Heads stand in loco parentis with a duty to protect pupils in their charge.

The Human Rights Act 1998 states that all pupils have the right to be educated free from the fear of intimidation assault or harassment.

The Disability Act 2001 states that schools must ensure the emotional and physical safety of pupils with a disability.

Examples of Bullying Behaviour:

Hitting, kicking, pushing, poking, and tripping.

Name-calling, jokes, jibes, teasing, possibly related to perceived differences e.g.

- Racist – where harassment or victimisation of someone is due to their colour or race
- Academic – because a pupil works hard, is able or has learning difficulties
- Physical due to physical disability or looks
- Appearances – the right clothes etc.
- By social exclusion or by phone/computer

Bullying is likely to occur in many places including:

- On the way to school
- In the playground, toilets, school grounds
- In corridors
- In classrooms
- In dinner halls

Prevention:

Crick Primary School believes that it is better to have effective systems and practices, which prevent instances of bullying happening at all. These include:

1. Curriculum approaches – direct through:
 - Core subjects where appropriate
 - PSHE and circle time
 - Drama / Art
 - Protective behaviours
 - Anti-racist curriculum
 - Seal assemblies, including National Anti-Bullying Week in November every year
2. Curriculum approaches – indirect through:
 - Recognising and celebrating diversity of achievement, identity and culture in all fields
 - Reinforcing high self-esteem, minimising low self esteem
 - Differentiation in class
 - Circle time

- Classroom management techniques and styles which challenge racist, sexist or homophobic remarks.
 - Ensuring lunchtime supervisors are aware of the policy and are trained in providing suitable activities to avoid boredom at lunchtimes.
 - Children who have particular behaviour problems will be identified informally by the teacher and LSA on playtime duty. These children will then be allocated for informal surveillance
3. Structural through:
- Reviewing length of lunchtimes
 - Splitting lunch and play times to accommodate smaller groups
 - Sufficient lunchtime supervision and activities
 - Informing parents
 - Publicising the policy

Implementation:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached.
- If bullying persists or is deemed serious it will be referred to a senior teacher. A clear account of the incidents will be recorded and given to the Headteacher to retain for future reference.
- The senior teacher will deal with the incident by interviewing witnesses, the victim(s) and the perpetrator(s). All children's parents or guardians will be informed and be kept updated as to progress.
- If a child is considered to be bullying the procedures outlined in the Behaviour Policy will be instigated.
- If the senior teacher is unable to resolve the issue the Headteacher will be involved.
- There will be regular assemblies and PSHE lessons addressing the issues of bullying and highlighting the importance of children telling a responsible adult if they are upset at school.
- The School's Council will have an important role to play in bullying prevention.
- Parents, all school staff and adults in school have equal responsibility for preventing, detecting and dealing appropriately with perceived bullying.

Pupils:

Pupils who have been bullied will be supported by:

- Being offered immediate opportunity to discuss the experience with a teacher/ SMT/Headteacher
- Reassurance
- The offer of continued support
- Restoration of self-esteem and confidence
- Follow up communication on a regular basis to ensure that the issue has not returned

Pupils who have bullied will be helped by:

- Discussing what has happened
- Discovering why the pupil has become involved
- Establishing the wrongdoing and the need for change
- Informing parents or guardians to enlist support in changing the attitudes of the pupil
- Follow up communication on a regular basis to ensure that the issue has not returned
- If the bullying persists then this will be addressed through the Behaviour Policy

Recording Incidents of bullying:

Incidents of bullying requiring intervention by the school with parental involvement will be recorded in the Behaviour File. The headteacher has responsibility for recording and storing this information. It will be discussed each year in July to assess the impact of anti-bullying strategies and a record kept in children's file if they persist with bullying.

Statement on Bullying attached

Monitoring, Evaluation and Review:

The school will review this policy every 3 years and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.

Incident of racial harassment must be reported to the NCC. This is done through the Headteacher or SMT in her absence.

Related documents:

Behaviour Policy
PSHE and Citizenship Policy
Child Protection Policy
Equal Opportunities Policy
Inclusion Policy/Single Equality Scheme
Special Educational Needs Policy

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