



Anti-Bullying Policy



Approved by Trustees: May 8th 2015

Approved by Staff: September 2016

Date for Review: September 2016

Akaal Primary School: Anti-Bullying Policy

Statement of Principles

- Pupils should be educated in a school environment which promotes high quality teaching and learning.
- In order to achieve a good working environment, our school expects high standards of behaviour throughout the school day.
- When pupils have problems they should feel confident to tell an adult and know that action will be taken.
- All who meet and work on our school premises should feel secure.

The aim of this policy is:

To Prevent Bullying – bullying is the planned desire to hurt, upset, threaten or frighten someone else repeatedly.

Recognising a “Cry for Help”

Doing nothing is the worst reaction to being told about bullying; it causes the victims more pain, without resolving their problems, and may suggest tacit approval to the bully.

Children often give very few clues about being bullied. They may simply complain about being called names being picked on, or being left out. A sympathetic response is not always enough. Members of staff need to enquire whether this sort of thing has happened before, how often, and over what period. Skills of “active listening” need to be employed.

Bullying includes:

- Physical attacks.
- Racial and sexual harassment.
- Name calling, verbal abuse.
- Extortion (taxing) of money and property.
- Mental cruelty a) not speaking to someone b) isolating someone
- Spreading stories about someone.
- Making people do things they don't want to do

Akaal Primary School will not tolerate this type of behaviour under any circumstances.

Bullying will always be investigated and acted upon for the following reasons:

- To ensure the safety and happiness of all.
- To help children to do their best.
- To create good examples for children to follow.
- To prepare children for their future adult life.

Ways of tackling bullying

1. Working with children on anti-bullying programmes of study, within the curriculum.
2. Working with parents to ensure that they are aware of our anti-bullying work and informed immediately about incidents involving their children.

Akaal Primary School: Anti-Bullying Policy

3. Working with all members of staff in our school to ensure that all pupils are dealt with fairly and consistently.
4. The Headship team will actively support, teachers, parents and pupils to prevent school based bullying.
5. Trustees will review regularly the policy's effectiveness.

Implications for Pupils

Pupils will be helped to understand about bullying and its effects. They will be helped to prevent bullying.

Children will be given training to:

- develop self-esteem
- become more socially skilled
- deal with bullying - by feeling safe - to tell others about it - teachers, parents, friends
- follow the procedures that enable them to tell, in confidence, a member of staff when they see bullying incidents
- recognise the importance of showing care and understanding towards others and the importance of respecting others and their property

Implications for Parents

- Parents should look out for early signs of bullying.
- Parents should contact the school if they feel their child is being bullied.
- Children should be discouraged by their parents from using bullying behaviour both in and out of school.
- Parents should encourage their children to develop friendships. A wide circle of friends is best. It is often a lonely child who becomes the victim of bullying.
- Parents should make sure that they understand the full consequences for bullies

What we can do to combat bullying

What members of staff can do to raise awareness:

- tell children from their first days at school that bullying - verbal or physical, is not tolerated
- discuss bullying in class so that the children can talk about what it is and what can be done to stop it
- use drama or role-play about bullying as part of the curriculum
- read stories with a bullying theme
- get children to write stories about bullying - true or fictional
- use language work to explore feelings
- ensure that all pupils and parents know that the school cares about bullying and will take action
- ensure the pupils and parents know whom they can talk to (class teacher, Family Liaison Worker, or members of the Headship Team)
- maintain an active anti-bullying policy

Akaal Primary School: Anti-Bullying Policy

Recognising Bullies

Bullies tend to:

- have over assertive and/or aggressive attitudes over which they have little control
- lack empathy; they cannot imagine what the victim feels
- lack guilt; they rationalise that the victim somehow “deserves” the bullying treatment

Bullying behaviour may be dismissed as bossiness, leadership or natural competition. Lack of action leaves the victim unsupported, and pupils who have witnessed the bully at work may then perceive this to be “acceptable behaviour”.

Recognising potential victims

Victims may be pupils who:

- are new to the class or school
- are different in appearance, speech or background from other pupils
- suffer from low self-esteem (it is not clear whether this is a cause or effect of bullying)
- demonstrate “entertaining” reactions when bullied eg tantrums, loss of control
- are more anxious or nervous than other pupils

These are all possibilities not predictions of victimisation. The victim may simply be the child who is in the wrong place at the wrong time, and who reacts inappropriately.

Vulnerability isn't always visible to adults; teachers have to be alert to the behaviour of “ordinary” pupils as well as supporting those pupils evidently different from their peers.

Supporting the victim

- Discuss friendships, how playtimes are spent
- Reassure victim that there is nothing wrong with him/her
- Identify places where bullying takes place and when
- Advise him/her to play where there are trusted people about
- Should bullying reoccur, the victim should confide in a trusted adult as soon as Possible
- Break up group dynamics by assigning places to sit in class, extend friendship network
- Raise self-esteem and assertiveness through activities designed to improve social skills
- Counter feelings of inferiority and guilt
- Advise parents how they may help their child

Supporting the bully

Aim to enable the bully to understand the impact and consequences of their behaviour on others and for them to consider ways of improving their bad behaviour.

- Challenge the behaviour not the person “I find your behaviour unacceptable because....”
- Raise self-esteem through activities which do not depend on confrontational and aggressive ways.
- Devise ways of rewarding non-aggressive behaviour.

Akaal Primary School: Anti-Bullying Policy

- Devise situations, through role-play, which require the bully to see things from the victim's position.

Both bullies and victims are children with special needs who need help and protection.

Advice to Staff

- Watch for bullying incidents or potential for rough play which might get out of hand, especially whilst on duty.
- Identify potential bullying locations eg toilets, corridors, round corners of the building etc.
- Actively review playground practice.
- Liaise with non-teaching staff, if appropriate.
- Report incidents of concern to the class teacher and/or Head Teacher if the incident is serious.

Lunchtime Supervision

All supervisory assistants will monitor children's behaviour. They will have clear instructions to report all incidents of bullying to the midday supervisor who will either

- a) deal with the incident personally or
- b) record the incident on the appropriate form then report it to the class teacher who will take action to deal with the situation
- c) report it to the Headship Team

If the situation is very serious, a member of the Headship Team should be informed immediately. An incident report sheet should be completed. Copies to Head Teacher, class teacher and child's file.

Tracking, monitoring and evaluation

A central record sheet (Appendix 1) will be completed by a member of the Headship Team and will outline the incident and measures taken to deal with it.

To be effective, the anti-bullying policy should be monitored and evaluated every year, and amended when necessary. Any incident should be followed up after a specified length of time (indicated in individual anti-bullying log). Class teachers should check their own records to see if there is a pattern of recurring victims, bullies or offences. The Head of School will also monitor her own record sheet in the central log. Appropriate action will be taken according to the regularity and/or severity of the offences.

Policy Statement for School Handbook

Bullying is completely unacceptable and will not be tolerated. The school welcomes parents' help in dealing with bullying and has a written policy on bullying which is available to parents upon request.

Akaal Primary School: Anti-Bullying Policy

Bullying by Adults

Under no circumstances will bullying be tolerated by Adults, either adults bullying children or workplace bullying. If adults are concerned that another adult is bullying in any form then there are a range of procedures which they could use to highlight their concerns. The school has adopted a Whistle Blowing policy and any concerns such as these could form part of that policy. The Headship Team should be informed of any such cases and will take each case seriously and use the procedures available to him to tackle cases. The procedures available are the LA grievance procedures and discipline procedures.

Akaal Primary School: Anti-Bullying Policy

Possible Signs of Bullying

Observation:

Parents and Teachers are in ideal positions to be able to observe changes in a child's behaviour which may well indicate that they are subjected to bullying.

So look out for:

- Items of clothing, property, school work, etc that are damaged or lost more often than you would consider to be normal.
- Frequent injuries to the child (bruises, cuts, etc).
- The child who becomes withdrawn and is reluctant to say why.
- Those who spend a lot of time in their bedroom, possibly crying, who find it difficult to sleep, wet the bed or have nightmares. Schools may be aware that the child always appears tired.
- Educational attainment being slowly or suddenly reduced.
- A reluctance to go to school. Parents may not even be aware of this as the child could be playing truant. It may only be noticed by the school through absenteeism showing up on the school attendance register.
- Requests to be accompanied going to and from school, or to go by a different route. If this is longer than the previous one, it could well indicate that bullying had been occurring along the previous route.
- The child who comes home hungry. This could be due to a bully demanding their "dinner" money. Schools may notice a child who always stayed for lunch no longer does so.
- Money in the house or school going missing.
- Depression in the child. Reluctance to eat or play normally. Youngster appears generally unhappy, miserable, moody and/or irritable.
- The child who threatens or attempts to commit suicide.

Taken individually, the above may not be due to bullying, but a combination of even some of these signs could be a good reason to suspect it. If a child is showing signs of, or is experiencing ANY of the above, it can be an indication that all is not well, the child is not happy and therefore, whatever the cause, it should be investigated.

(Taken from notes for teachers "Hands on Bullying" by Jeremy Hands).

Behaviour Policy

Staff Procedure for dealing with bullying

1. Children must be **listened** to
2. When investigating a report of bullying
 - Remain calm
 - Take it seriously
 - Ensure that the victim is protected/supported and that the aggressor calms down
 - Interview the children separately

Akaal Primary School: Anti-Bullying Policy

- Ask to see any other children involved
- Check the details from all appropriate parties
- Take the appropriate disciplinary route

If the situation is resolved between the two parties – ask both if they are happy with what you have done

- eg requested an apology
- Sanction of restricted play
- Given praise to child/children for taking the correct action

3. Disciplinary route to follow for bullying incidents or problem behaviour

- Report to child's class teacher
- Class teacher to note all reports of bullying or problem behaviour in the class book and report problem on an incident form to the Head Teacher
- Class teacher to discuss with Head Teacher if there is serious or persistent bullying
- The person who witnesses or investigates the behaviour to complete bullying incident form (see attached sheet)
- Head Teacher to communicate with the parents of both parties if the incident is considered to be serious
- Person who completes the Bullying Incident form to give a copy to the class teacher (who should place it in the child's record) and one copy to the Head Teacher to keep in the Central File.

Bullying – Guidelines for pupils

If someone is bullying you –

1. Be firm and clear
Look them in the eye
Tell them to stop
2. Get away from the incident as quickly as possible
3. Tell either your teacher, another adult or your friends straight away

After you have been bullied –

1. Tell an adult in school that you trust
2. Tell someone in your family
3. Ask a friend to help you to tell
4. Make sure someone knows you need help
5. Remember it is not be your fault it is happening

Akaal Primary School: Anti-Bullying Policy

When you are talking about bullying, be clear about –

1. What has happened to you
2. How often it has happened
3. Who was involved
4. Who saw what was happening
5. Where it happened
6. What you have done about it already

Bullying Incident Form

Date of incident Name of child carrying out bullying

Name of child Class

Teacher's name Looked after child Yes/No

Name of the person who dealt with the incident

This will normally be the Head Teacher or the Deputy Head Teacher, or in their absence a member of the SLT

Brief details about the alleged incident

Action taken

Any further actions eg monitoring, counselling, peer support

Form completed by

Signed _____

Review date _____

Akaal Primary School: Anti-Bullying Policy