



South Gloucestershire Council

Longwell Green Primary School**Anti bullying Policy**
'Inspiring learning'

Date of Policy: June 2013
Responsibility: Headteacher
5th Review: Feb 2019
Date of review: Feb 2021

Introduction

"Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages, social media or gaming, which can include the use of images and video) and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, special educational needs or disabilities, or because a child is adopted, in care or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences." DfE Preventing and tackling bullying July 2017.

The school takes all forms of bullying seriously, and seek to prevent it from taking place. This document is intended to ensure measures are in place to reduce the likelihood of bullying and appropriate actions if bullying is been identified. When we use the term bullying, we encompass all that has been described above.

Aims

- Bullying is wrong and damages individual children and impacts those who care for them. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable.
- We aim, as a school, to produce a safe and secure environment where all can learn without anxiety, and measures are in place to reduce the likelihood of bullying.
- This policy aims to produce a consistent school response to any bullying incidents that may occur.
- We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the prevention of bullying in our school.
- We have developed a climate of understanding and care within the school which goes a long way to preventing negative behaviour and bullying. All pupils are aware of each other and work to be supportive of each other.

Principles

- The school's ethos is such that bullying in any form is regarded as unacceptable and counter to its values
- We prevent bullying through instilling good behaviour in our pupils and developing positive relationships between pupils, groups of pupils and pupils and staff
- We deal with all inappropriate behaviour in accordance with our Behaviour Policy
- We support potential victims of bullying at an early stage by strategies such as counseling, 'circle of friends' etc
- We recognize the need to intervene early with children who choose to bully others, and involve parents at an early stage in this process

Preventing bullying

The school prioritizes preventing bullying through a range of strategies:

- High expectations of all pupils
- School assemblies
- Personal, Social and Health Education, especially focusing on developing empathy, understanding of difference and respect
- The Courtesy Cup and Values Education
- creating an inclusive ethos, including Inviting visitors into school to help
- providing opportunities for pupils to lead and work with each other and to show care and empathy in a guided and supported way
- Providing excellent adult role models
- Implementing the Behaviour Policy systematically
- Forming 'circles of friends' to support children when needed
- Providing effective staff training
- Celebrating success within the school community

Principles of Practice

- Teachers keep their own records of all negative behaviour incidents that happen in their class, and that they are aware of in the school. If teachers witness an act of bullying, they will investigate it themselves then refer it to the Headteacher who will follow up as described in this policy.
- Any incidence of suspected bullying is recorded in the 'Bullying Behaviours Log. This log ensures SLT have a long term picture of children who may have been bullied or who could have bullied. It also details what has happened following any allegation of bullying and the agreed next steps.
- Any adult who witnesses an act of bullying should report the incident to the class teacher, who will investigate and take the appropriate action as above.
- Teachers and support staff do all they can to support the child who is being bullied. If a child is being bullied over a period of time the teacher or Headteacher informs the child's parents or carers.
- When any bullying has taken place between members of a class, the teacher will deal with the issue immediately. This may involve counselling and support for the victim and punishment for the offender. Time is spent talking to the child who has done the bullying, explaining to them why their action was wrong and how they should change their behaviour in future.
- We then invite the child's parents or carers into the school to discuss the situation. In more extreme cases, e.g. where these initial discussions have proved ineffective, the Headteacher may contact external support agencies, such as the social services.

- All members of staff attend training, when appropriate, which equips them to identify bullying and to follow school policy and procedures with regard to behaviour management.
- Teachers use a range of methods to help prevent bullying and to establish a climate of trust and respect for all. They use drama, role-play, stories, PSHE, class council, review etc., within the formal curriculum, to help pupils understand the feelings of bullied children, and to practise the restraint required to avoid lapsing into bullying behaviour.
- Circle time is used to praise, reward and celebrate the success of all children, and thus to help create a positive atmosphere.
- Pupils are encouraged to tell anybody they trust if they are being bullied, and if the bullying continues, they must keep on letting people know, staff will support this.
- Pupils are invited to tell us their views about a range of school issues, including bullying, through the school council and the staff pupil interactions where all pupils know there are safe adults they can trust and the staff know the pupils very well, to be able to spot potential changes in behaviour, as well as other signs that something is not right.
- We have an open door policy and parents / carers are encouraged to communicate with staff consistently about matters good or bad and this includes possible concerns of bullying or negative behaviour towards their child.

More specifically Involving parents

The school ensures that parents are clear that it does not tolerate bullying and are aware of the procedures to follow if they believe that their child is being bullied. We want parents to feel confident that the school will take any complaint about bullying seriously and resolve the issue in a way that protects the child; school also expects that they reinforce the value of good behaviour at home.

Involving pupils

Through our curriculum we expect all pupils to understand the schools' approach and to be clear about the part they can play to prevent bullying, including when they find themselves as bystanders. We repeat the school's approach at frequent intervals. We also teach positively how to respect self, respect others and how to act in a responsible and appropriate manner at all times.

Implementing disciplinary sanctions.

The consequences of bullying reflect the seriousness of the incident so that others see that bullying is unacceptable. Anyone involved in bullying will have their behaviour managed through various sanctions; these will always include apologising and restorative work and might also include internal exclusions, missing breaktimes, not going on trips or taking part in extra-curricular activities. Persistent bullying could result in fixed term or even permanent exclusions.

Using specific organisations or resources for help with particular concerns.

If the need ever arose, school would draw on the experience and expertise of anti-bullying organisations (such as Stand Against Racism and Inequalities SARI) in dealing with certain forms of bullying.

Making it easy for pupils to report bullying

We ensure children know that they will be listened to and incidents acted on. Pupils feel that they can report bullying which may have occurred outside school including cyberbullying and in the case of the latter, school deals with incidents of cyber bullying outside school through its behaviour policy.

Monitoring and evaluation

Bullying and all negative behaviours are monitored by the school, via class teachers' records, initially by the Deputy Head Teacher, who reports concerns to the Headteacher. As part of reporting to Governors, the Headteacher will report on behaviour including any incidences of bullying if they occur.

This policy follows the Local Authority advice and Follows statutory guidance and best practice guidelines from the following:

Preventing and Tackling Bullying, DfE 2017

Keeping Children Safe in Education, DfE 2016

Anti-Bullying Alliance – updating or reviewing policy