

## Snainton CE Primary School

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### Anti Bullying Policy

#### **Rationale**

The staff and children of Snainton CE Primary School work together to make our school a safe and happy place to be for everyone. Bullying will not be tolerated in our school. Bullying is generally taken to mean any sort of systematic physical or psychological intimidation by those in a position of power over those who are unable to defend themselves. It implies a wilful, conscious desire to hurt, threaten or frighten someone, with the intention of causing distress. It can include personal, sexual or racial harassment.

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#### Purposes

At Snainton CE Primary School we want our staff and children to:-

- have their allegation taken seriously and all sides listened to;
- receive a clear explanation for any outcomes;
- if victims, to receive re-assurance, advice, concrete help and support;
- feel responsible for their actions and the effects on others;
- be able to "tell" about any incident;
- be assertive in order to defend themselves from potential bullies but not to be aggressive themselves;
  
- learn to control their aggressive behaviour;
- support one another to prevent bullying;
- realise that bullying behaviour will not be tolerated at our school.

We will deal with bullying by

- Tackling bullying is the responsibility of all those in the school, as well as those connected with it. This includes the pupils who bully, the non-bullied pupils, the teaching and support staff, as well as the governors, parents and where necessary support agencies.
- Encouraging pupils to openly voice their concerns or fears should they feel intimidated in any way and it is the responsibility of the adult, to whom the child has confided to take the allegation seriously.
- Watching for early signs of distress in pupils which may indicate bullying eg deterioration in work, "illness", isolation, the desire to stay near an adult, absence from

school, being late for school, low self-esteem, physical injuries.

- Being available and willing to listen.
- Recording incidents precisely and being seen to do this by the victim of bullying.
- Informing parents of both the victim and the bully where appropriate.
- Ensuring that all areas of school are supervised particularly at break times and at the end of the day.
- Ensuring that the school's ethos and PHSCE programmes encourage positive behaviour and relationships, discussions on bullying, rights and responsibilities, good citizenship, morality, etc through dedicated PHSCE lessons, circle time and assembly time.
- Telling pupils that bullying is not tolerated in school and it is the responsibility of all to make sure that it doesn't happen.
- Ensuring that our vulnerable pupils are able to communicate their fears and are safe from bullying

Action Taken if Bullying is suspected:

Where bullying is suspected by a member of staff, or reported by a child's parents, it is dealt with as a matter of urgency as follows:

- The Headteacher carries out a careful investigation of the allegation and involves other teaching staff.
- Parents are kept informed and involved at every stage.
- Staff are involved in monitoring subsequent behaviour and detailed records are kept of observations, incidents and actions taken.
- Where a suspicion of bullying is confirmed a behaviour management system will be established immediately and where appropriate consultation with the LAs Behavioural Support team.
- Where previously unacceptable behaviour is repeated the Headteacher may decide to operate a fixed term exclusion for the bully.

Guidelines for Parents:

What to do if you think your child is being bullied:

- Watch for signs – not wanting to go to school, minor illnesses, headaches, other recurring illnesses, avoiding friends, coming home with bruises or torn clothing, possessions disappearing.
- Listen to what your child says, try to establish that the problem really is bullying and not something else.
- Discuss with your child what you can do.

- Talk to the teacher or another sympathetic adult at school. Do this for as long as the bullying continues.
- Help your child to deal with the problem by him or herself. Be tactful.
- If your child needs escorting home, meet him or her round the corner, not at the school gate.
- Try not to be over-anxious or over-protective. It may sometimes be helpful to talk with the bully's parents, but before you do this, take advice from the school first.
- Do not promote a simple "thump back" approach this rarely helps and may only make things worse for your child.
- Most children are called names in school. Usually these names are used in a humorous way and are not meant to cause offence. If, however, your child is upset about some of the names used, then let the school know about this.
- If a name is used which refers to your child's physical characteristics then let your child know that you love him or her, for the way they are, including these particular characteristics which make him or her an individual.
- There is an ever increasing risk of 'cyber bullying' and pupils are made aware of this potential through discussion around the Know It All e-safety awareness teaching. Parents should be careful to monitor their children's use of the internet, social networking and chatrooms.