

## THURLSTONE PRIMARY SCHOOL

### ANTI-BULLYING POLICY – APRIL 15

#### Introduction

The aim of the anti-bullying policy is to ensure that pupils learn 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 schools.

#### Definitions

Bullying is defined as:

- deliberately hurtful behaviour
- repeated over a period of time
- where it is difficult for those being bullied to defend themselves

#### Main Types of Bullying

- physical (hitting, kicking, theft)
- verbal (name calling, racist or homophobic remarks)
- indirect (spreading rumours, excluding someone from social groups)
- encourage other people to engage in any of these types of behaviour is also bullying, even if they do not directly do any of them themselves. In fact, in some ways it is even worse because it has a bad effect on the people they persuade to do these things as well as on the victim.
- cyber (the use of technology e.g. mobile phone or computers to intimidate, exclude, spread rumours, etc.) (refer to ICT policy and safe user guidance).

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 changes in work patterns, lacking concentration or truanting from school. Pupils must be encouraged to report bullying in schools.

Schools' teaching and ancillary staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with school policy.

All bullying is damaging to those who experience it and to those who perpetrate it. Recent research suggests that the consequences of bullying can last for many years and in extreme cases can undermine a person's confidence for life.

At Thurlstone Primary School we find all behaviour of this sort unacceptable and will do our best to prevent it by:

- ensuring that all children in the school are well aware of how damaging it is
- rewarding children for caring and considerate behaviour
- supporting all victims of bullying
- taking firm action against those who are responsible for bullying.

### **Statutory Duty of Schools**

Head teachers have 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.

### **Implementation**

#### *Schools*

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached;
- A clear account of the incident will be recorded and given to the headteacher;
- The Head teacher will interview all concerned and will record the incident;
- The class teacher will be kept informed and if it persists the class teacher will advise the appropriate members of staff;
- Parents will be kept informed;
- Punitive measures will be used as appropriate and in consultation with all parties concerned.

## *Children*

Children who have been bullied will be supported by:

- offering an immediate opportunity to discuss the experience with a class teacher or member of staff of their choice;
- it will be taken seriously;
- reassuring the pupil;
- it will be investigated and appropriate action taken;
- offering continuous support;
- restoring self-esteem and confidence;
- If they feel unable to make the issue public, information will be recorded and kept on file should bullying persist;
- The Head teacher will be informed to establish facts and communicate with children and parents.

Pupils who have bullied will be helped by:

- discussing what happened;
- discovering why the pupil became involved;
- establishing the wrong doing and the need to change;
- informing parents or guardians to help change the attitude of the pupil.

The following disciplinary steps can be taken:

- official warnings to cease offending
- positive behaviour programme
- exclusion from certain areas of school premises
- monitored during identified times or situations
- exclusion from fixed periods of the school day
- minor fixed-term exclusion
- major fixed-term exclusion
- permanent exclusion

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHCE, circle time, class time, assemblies, Value of the Month and subject areas, as appropriate, in an attempt to eradicate such behaviour.

### **The Role of All Children**

During Anti-Bullying Week the children developed the following statements:

- Try to encourage people to make friends if you see them falling out
- Care for each other and report any unkind behaviour or verbal abuse to any adult in the school
- Support the child who is being bullied. BE A GOOD FRIEND
- Think before you say unkind words and be aware of how your behaviour may be viewed by others
- Never touch another child in an aggressive manner
- Do not leave children out of play. Make an effort to include everyone whenever possible
- If you want people to be nice to you, you must be nice to them

### **Parent/Guardians**

Please report instances of bullying if:

- your child is a victim
- a friend of your child is a victim
- your child is involved in bullying

All information will, of course, be treated with the utmost discretion so that nobody will feel compromised by passing it on.

Advice can be found on the Department for Education and Skills website [www.dfes.gov.uk/bullying](http://www.dfes.gov.uk/bullying).

### **Monitoring, Evaluation and Review**

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

Signed:

Date: