



Icknield
Primary School

The Icknield Primary School Anti-Bullying Policy

This policy describes the school's ethos for and principles for dealing with, and resolving, bullying. It outlines the approach for encouraging positive behaviour and dealing with unacceptable behaviour.

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Our Aims and Values

Underpinning this policy are the aims and values of our school.

We aim to:

- provide a rich education within a safe, stimulating and caring environment which will meet the needs of all children, encouraging them to work hard, strive for excellence and realise their full potential.
- develop pupils' understanding of their responsibilities as members of a community, encouraging a positive, respectful and caring attitude, and an understanding of, and respect for, the religions and moral values of other faiths, races and cultures.
- foster strong partnerships with parents, actively encouraging them to become involved in their child's learning and valuing the contributions they have to make.
- provide a wealth of experience for all children so that they leave us as confident, receptive, skilful, enquiring and responsible young people, ready to take advantage of the opportunities available to them throughout their lives.

The aims of our anti-bullying policy are:

- To create a calm, supportive school environment in which children feel happy, valued and safe
- To encourage children to be sensitive to the needs of others and to develop caring attitudes
- To encourage pupils to take responsibility for their actions and behaviour and learn self-discipline

A definition of bullying:

The repetitive, intentional hurting of one person by another(s), where the relationship involves an imbalance of power. Bullying can be carried out physically, verbally, emotionally or through cyberspace.

Bullying may take various forms, for example:

- physical - hitting, pushing, spitting, interference with personal property etc.
- psychological - threats, taunts, name calling, shunning, spreading of rumours etc.

Specific types of bullying may include racist, sexist, homophobic and SEN bullying.

One off incidents, whilst they may be very serious and must always be dealt with, do not fall within the definition of bullying.

Bullying in any form is unacceptable and is not tolerated or condoned at The Icknield Primary School. The headteacher and senior leadership team are responsible for taking measures to stop bullying. All staff must respond promptly, and in accordance with the school policy, to any incidence of bullying.

Being alert to signs of bullying

Being bullied affects people both physically and emotionally.

Physical effects may include: headaches, stomach aches, loss of appetite, changes in weight, bedwetting and depression. Emotional effects may include: anger, anxiety, embarrassment, guilt / shame, irritability, confusion, fear.

In the short term these can result in: isolation / withdrawal, mood swings, loss of self-esteem / confidence and loss of trust in adults to deal with the problem. In the long term these can result in: unacceptable behaviour, underachievement, inability to concentrate, truancy, loss of friends, suicide.

How bullying behaviour will be dealt with

The headteacher is ultimately responsible for the resolution of the bullying. When bullying is identified or reported, the headteacher must be informed immediately.

The head or deputy headteacher will deal with the bully. In most cases she will also talk to the victim. However, the victim may wish to talk to another member of staff; in this case all information must be shared with the head and recorded.

The victim and bully will initially be interviewed separately.

Logging and Filing information

All incidents will be logged. Records will be kept by the headteacher in perpetuity. Logs will be factual and written where possible within 24 hours of a report of bullying being made.
(see Appendix i)

Dealing with the victim:

1) When bullying behaviour occurs, we will make it clear to the victim that:

- a) the behaviour is unacceptable
- b) he / she has acted correctly in telling a member of staff / reporting the bullying

2) We will reassure the victim that the incidence of bullying will be taken seriously and investigated thoroughly and fairly. We will listen attentively, being careful not to convey, through our questions, that the victim is in some way responsible for the behaviour.

3) We will support the victim and help him / her to help them regain their self-esteem and to develop strategies for dealing positively and constructively with potential bullying situations in the future. Much of this work will be completed through PSHE lessons, but in some cases individual support may be given.

Dealing with the bully:

1) When bullying behaviour occurs, we will make it clear to the bully that:

- a) the behaviour is unacceptable
- b) it is the behaviour we don't like, not the child

2) We will strive to raise awareness of the consequences of the bullying behaviour by encouraging the bully to empathise with his / her victim and to take responsibility for his / her actions.

3) We will model desirable behaviours by dealing fairly, consistently and calmly with the bully. We will avoid 'bullying the bully' since this may reinforce their view that when they get powerful enough they will be able to use bullying tactics again.

4) We will work with the bully to help them develop strategies for dealing with their own anger / anxiety and to give him / her support and guidance to change his / her behaviour in order to avoid a future reoccurrence of bullying behaviour.

Taking measures to stop bullying from reoccurring

1) Where the victim is in agreement, and after initial interviews, the bully and victim may be interviewed together so that the bully may develop an understanding of the other person's point of view and the effects of his / her behaviour.

2) The victim will be asked to nominate an adult to whom he / she can talk about incidences of bullying.

3) The victim will be asked to identify another child (not a close friend) to be a 'buddy'. Buddies will be asked if they are willing to support children who are bullied and will be briefed on how to do this.

Buddies should:

- 'be there' for victim when he / she needs support
- refer problems / report incidences of bullying to an adult
- not try to resolve problems for the victim or try to 'sort out' the situation

4) Staff - teachers, support staff and mid day supervisors - will be informed of the situation and asked to be alert to signs of bullying.

5) Children involved in bullying may be given regular opportunities to attend Playclub (for social skills development).

Minimising Further Risks of Bullying

Children should be encouraged to:

- tell a teacher, friend, parent, carer
- ignore what the bully is saying, doing or gesturing; walk away and not fight
- avoid situations when / places where bullying takes place
- think through what they will do or say if the situation happens again – be assertive

Strategies to Help Victims of Bullying

Teachers should:

- Raise awareness of bullying among children. Through PSHE lessons, circle times, carpet times and assemblies teach children:
 - What bullying involves
 - How it affects people
 - What they should do if they are bullied
 - Who will help
 - How to stand up for themselves

Mid day Supervisors should:

- Know about the school's bullying policy and the effects of bullying
- Be aware of areas which children have highlighted as bullying areas
- Take positive steps to create a safe friendly playground environment
- Encourage children to find activities to occupy themselves
- Handle difficult situations calmly – with the support of another mid day supervisor where necessary
- Protect vulnerable children (without over protecting them)

Parents should:

- Listen to, believe and support their children
- Have access to, and knowledge of, the school's policy on bullying
- Encourage their child to tell an adult if they are bullied
- Encourage victims of bullying not to fight back
- Contact their child's class teacher if they are concerned about bullying

Monitoring and Review

This policy will be reviewed regularly and updated.

The effectiveness of the anti-bullying policy will be monitored and measured through:

- Pupil feedback – via the school council
- Records in the headteacher's Behaviour Log
- Meetings with mid day supervisor/lunch time staff

For more information on the ways other behaviour is managed refer to the school Behaviour policy.

