

Great Linford Primary School Anti-Bullying Policy

Introduction

Bullying is a problem found in many walks of life including the school environment. The legal role of the Governors and Head teacher is to ensure that, as far as is reasonably practicable; structures and procedures are embedded in school policies to prevent bullying of children and staff. Ultimately it is the responsibility of the whole school community to eradicate bullying by ensuring the development of a caring and supportive ethos.

Aims

- To reduce and eradicate wherever possible, instances in which pupils or staff are subjected to bullying in any form.
- To establish appropriate means of providing after-care should an incident of bullying occur.
- To ensure all pupils and staff are aware of this Anti-bullying policy and fulfil their obligations in it.
- To meet legal obligations that rest with the school

Definition

Bullying can be short term or continue over a long period, it can be defined as 'behaviour by one or more people which produces damaging or hurtful effects, physically or emotionally to any individual', for example,

Physical: pushing, kicking, hitting, pinching, any form of violence or threats

Verbal: name-calling, sarcasm, spreading rumours, persistent teasing

Emotional: tormenting, threatening ridicule, humiliation, exclusion from groups or activities, damage or hiding of possessions.

Racist: racial taunts, graffiti and gestures

Sexual: unwanted physical contact, abusive comments

Setting Standards

The values and beliefs underlying this Anti-bullying Policy may be considered in the context of the following:

- Any bullying is unacceptable, regardless of how it is delivered or what excuses are given to justify it.
- The school recognises the detrimental effect on pupils or staff who may be subjected to bullying and will work actively to minimise the risks.
- Victims of Bullying will be treated in a supportive manner, rather than being regarded as a burden to staff or peer groups.
- The harmful effect on pupil performance which can arise by bullying is recognised and the school is committed to combating all bullying behaviour.

Persons covered by this policy

All pupils and staff whether permanently or temporarily on the school roll, will be covered by this Anti-Bullying Policy.

Action to Combat Bullying

Among the activities, which the school will establish and maintain in an effort to combat bullying behaviour are:

- Developing appropriate responses to bullying incidents
- Allocation of specific roles and responsibilities both at staff and pupil level, in order that incidents may be detected, behaviour monitored and appropriate after care delivered
- The establishment of appropriate record keeping, periodically reviewed and reported to the Governing body.
- Communication of the Anti-Bullying Policy and periodic update in order to ensure that staff, parents and pupils are continuously aware of the policy and also their individual responsibilities, see Appendix 1 and 2
- Examination of preventative measures such as alteration to the school environment, procedures and practices in an effort to reduce the risks of bullying behaviour occurring
- Staff training to ensure that responsibilities in respect of this policy can be delivered in a competent, caring and effective manner
- Establishing an appropriate staff pupil, staff/staff forum in order that current issues with regard bullying can be discussed on a regular basis, e.g. student council and staff/team meetings

Individual Responsibilities

It is important that pupils and staff recognise the difficulties which staff may encounter in ensuring that the purpose and intent of this policy can be effectively introduced and enforced. In this regard pupils and staff are expected to:

- Report all incidents of bullying using the procedures in place
- Act in a respectful and supportive manner to their fellow colleagues and pupils, reporting any suspected incidents which the victim may be afraid to report.
- Adhere to and promote the aims and objectives of this statement
- Refrain at all times from any behaviour which would constitute bullying of fellow staff or pupils.

Parents

Parents too can play a vital role by:

- Stressing to pupils the importance of sociable behaviour
- Reporting any misgivings they have concerning either victims or perpetrators of bullying
- Actively endorsing and supporting the Anti- Bullying Policy

Identifying the problem:

Children

Children who are being bullied will not always be prepared to tell those in authority. However, when a disclosure is made, it should always be treated seriously. While others may not feel that certain action or words are of a bullying nature, if the recipient feels they are being bullied that is sufficient evidence to investigate further.

For those children who are unable to inform staff about their problem, observations regarding specific behaviour patterns are essential and staff should be actively vigilant for signs of bullying. These may include

- Unwillingness to come in to school
- Withdrawn, isolated behaviour
- Complaining about missing possessions
- Refusal to discuss the problem
- Being easily distressed
- Damaged or incomplete work
- Isolation on the playground or in class

Staff will be able to use their knowledge of pupils to identify changes in behaviour that might indicate bullying.

Staff and other adults in the school

Bullying can occur in any workplace and during interactions with the public. Adults can also be reluctant to discuss their concerns, however signs may include

- Low morale
- High rates of absenteeism
- Frequent disputes, complaints and grievances
- Isolation
- Inefficient working team

Principles

- All bullying problems will be taken seriously for both children and staff
- Children, staff and parents are encouraged to 'tell' and not keep quiet
- Circle time is a forum where issues relating to bullying may be discussed
- All incidents will be investigated
- Bullies and victims will usually be interviewed separately, but may meet together to discuss issues, with the victims permission.
- Witness information will be gathered if available
- A written record will be kept of the incident, investigation and outcomes
- Relevant staff will be informed about an incident
- Action will be taken to prevent further incidents and will be based upon the 'restorative justice' principles, this might include
 - Those suggested by the DFES, see Section 2
 - A meeting for all parties concerned
 - Imposition of sanctions
 - Obtaining an apology
 - Informing parents of both bullied and bully
 - Booking follow up meetings, until sustained improvement has been established
 - Providing appropriate training
 - Identifying relevant support groups

Actions-Children

When an expression of concern comes from a parent

Take it seriously, be reassuring not defensive. Gain as much information as possible and record. Alert the Head teacher and arrange to contact the parents with an update

within 24 hours. In consultation with the Head teacher investigate the incident, take action and arrange a follow up meeting. See principles.

When a child expresses a concern

Treat their complaint seriously and be aware that the problem may be a symptom of something greater. Alert the Senior Management Team member and record the child's concerns in the class Behaviour Book. In consultation with the SMT member, investigate further and when relevant contact the child's parents, both bullied and bully. The SMT member, with advice from the Headteacher, will support staff to identify appropriate strategies. Staff will make a record of incidents in the class Behaviour Book and follow up at intervals to check if the situation remains improved.

Be wary of telling children 'to go away and stop complaining' or 'stop telling lies', this reaction fails to deal with any underlying issues and can affect the child's confidence to approach staff in a time of real stress.

When concern comes from a member of staff

Invite parents in to discuss your concerns and discuss the outcomes with the Head teacher. See also action above

Dealing with a suspected bully

Try to gain the child's confidence and find out why they are behaving this way

Be calm in discussions and explain that the behaviour is unacceptable and makes others unhappy

Discuss strategies for ensuring that they have friendly ways to join in activities with other children

Give praise and encouragement when the child is kind to others

Use circle time to discuss general issues, see also Section 2, DFES advice.

Actions-Staff

Concern expressed by a member of staff

The members of staff concerned or speaking on behalf of another should discuss their concerns with a member of the Senior Management Team, who will raise the issue with the Head or Deputy as appropriate.

If needed the member of staff should also contact their professional organisation for support.

Monitoring and Evaluation Procedures

This policy is a living document and as such it will be periodically updated and reviewed.

- Policy and procedures will be reviewed annually
- A bi-annual survey will be conducted by the Head teacher to seek information about the success of the policy and areas to be improved

Ultimate responsibility for its introduction and implementation will rest with the School Governors and Headteacher. However, all parents', staff and pupils have an active part to play in the evolution, development and maintenance of this policy.

In order to assess the effectiveness of this anti-bullying policy the following standards will be used as a means of measuring performance

- Variations in number of reported incidents over a given period

- Records of individual incidents, including nil returns within given periods for different age groups and a report given to staff and Governors
- Variations in the number of pupil days lost which are suspected to arise from bullying
- Any marked improvement in academic performance which may be confidently regarded to have arisen due to the eradication of bullying behaviour
- Staff more vigilant and responsive to bullying

Conclusion

We seek to ensure that the school provides a secure environment in which all members of the school community behave with care and consideration for others. It is our aim that this should be achieved through education, positive reward and encouragement. However, there may be occasions where sanctions are also appropriate and these are outlined in the Behaviour Policy for children and Discipline Policy for staff.

It is essential that staff, pupils and parents have confidence in our policy and procedures and that we work in partnership to support a learning environment free of threat or fear and thus conducive to our school aim 'everyone feels valued and meets with success'.

Support Groups

Milton Keynes Anti-Bullying Network	686468
Victim Support	607989
Anti-Bullying Campaign	0171 3781446
Childline	0800 1111

Related Policies

Bullying-Don't suffer in silence DFES pack
 Behaviour Policy
 Discipline Policy-staff
 Health and Safety at work Act 1974
 PSHE
 Anti- Racism Policy
 Anti Bullying- Advice for schools in writing policy-MK council May 2002
¹Collective Worship Policy