

Park Way Primary School Anti-Bullying policy

Statement: "Bullying may be distinguished from other unacceptable forms of aggression in that it involves dominance of one pupil by another, or a group of others, is pre-meditated and usually forms a pattern of behaviour rather than an isolated incident." DFE 8/94.

The school values and rules reinforce the need for all stakeholders to show respect and be kind to others and **all** incidents whether they are bullying or not will be dealt with in line with these values.

Aims: At Park Way school we see bullying as a totally unacceptable form of anti social behaviour which can make pupils' lives unhappy and hinder academic progress. We accept that bullying is evident in all schools at some time and is predominantly a secretive activity. Many bullies are often being bullied themselves and they may be totally unaware of what they are doing and how it affects others. It is also difficult at times to distinguish bullying from the normal disagreements and squabbles between children. Bullying is an ongoing, often long term sequence of events. We have developed this policy as a preventative measure and to set out clear procedures should an incident occur. WE ARE A "TELLING" SCHOOL – THIS MEANS THAT **ANYONE** WHO KNOWS THAT BULLYING IS HAPPENING IS EXPECTED TO TELL STAFF.

We aim to:-

1. Provide a caring, secure environment where children feel able to confide in adults.
2. Take positive steps to eliminate bullying
3. Investigate thoroughly each bullying incident
4. Establish a consistent approach when dealing with bullying.
5. Provide children with their own strategies for dealing with bullying.

Types of bullying:

Bullying can be broken down into six main forms:-

Verbal This ranges from teasing and taunting to nasty comments about appearance, ability, clothing and spreading malicious rumours. Racial and sexual harrassment also fall into this category.

Gesture This can be upsetting because of the implied threat of physical violence to follow.

Exclusion This is a subtle and covert form and can be carried out by "so called" friends and can undermine a child's self esteem and cause distress.

Physical In severe cases some children may result to violence or threaten an aggressive response.

Extortion Children are discouraged from bringing valuable items, money or sweets to school but we need to be aware that this form of intimidation bullying can happen.

Cyber Bullying This is any form of bullying involving the use of technology such as the sending of offensive text messages or use of the internet to bully.

Bullying is not:

It is important to understand that bullying is not the odd occasion of falling out with friends, name calling, argument, or when the occasional trick or joke is played on someone. These incidents do need to be dealt with but it is important not to label such events as "bullying". Bullying is done several times on purpose and can have a devastating effect on children's ability to thrive. It is an important part of children's development to learn how to deal with friendship issues and disagreements and it is the duty of adults to support them in doing so. We all have to learn how to deal with these situations and develop social skills to repair relationships.

Positive strategies used to prevent bullying:

The strategies outlined in our behaviour and discipline policy are relevant but additionally:

Classroom activities such as story, drama, role play and discussion can help young children make judgements about their behaviour and its effect on others.

The school works closely with outside agencies including CEOP, PCSOs and Youth Crime Reduction Officers to solve school and community issues, including bullying.

Assemblies and collective worship provide the opportunity to reflect on co-operative behaviour issues e.g. friendship, conflict, trust etc.

Close working with parents and carers to share information, problems and solutions to ensure that all children safe.

Procedures for dealing with bullying:

Direct action against bullying needs to occur within a context which reminds all pupils that bullying behaviour in any form is unacceptable to the school. Our school prospectus advises parents that "we do not tolerate bullying and encourage children and parents to report any concerns they have to the class teacher in the first instance".

We recognise that children involved in bullying others may feel quite justified in their actions, and may be reluctant to admit to them. Some children may even make false allegations of bullying against a fellow pupil to get them into trouble. It can often be very difficult to build up an accurate picture of events and to be sure of who is telling the truth. Every child builds

up a unique relationship with their class teachers making them best placed to build upon this special relationship to encourage honest and direct discussion. Where issues remain unresolved the Pastoral Support Assistant, Family Liaison Officer or Head Teacher should be involved.

When bullying is evident or reported:

1. Stop the bullying
2. Allow for "Time Out"
3. Investigate - listen to all parties, witnesses
4. Support the victim and make them aware the incident is being dealt with
5. Involve parents of the bully and victim
6. Record the incident
7. In rare cases it may be necessary to exclude a child as a response to bullying.

When bullying is suspected:

Parents may often alert the school that they fear their child is being bullied and each incident is thoroughly investigated and treated seriously. The school has established the following procedures:-

1. All staff to be informed – Family Liaison Officer/ Pastoral Support Assistant to talk to the children concerned
2. Monitor victim
3. Monitor any suspected bullies
4. Where there are friendship issues, staff and parents should mediate
5. If there is clear evidence of bullying, follow above procedures.

Sanctions to be used in cases of bullying:

1. Immediate parental involvement
2. Devising an agreement - for the bully to agree and abide by
3. If the victim is agreeable by promoting discussion between bully and victim situations can often quickly be resolved.
4. Dependent on when and where the incident occurred it may be helpful to temporarily exclude the child from a classroom lesson/playtime/lunchtime period or even initiate the formal exclusion process.

Reporting and Recording:

The effectiveness of the policy in practice will be reviewed regularly by the senior leadership team. Records of incidents are kept and are reported to governors through the Headteacher's report.

The Family Liaison Officer has produced a booklet giving parents information on bullying and how it is dealt with.

Appendix 1.

SIGNS OF BULLYING

The following list includes some of the symptoms of bullying. Adults should be aware that the following *could* mean that a child is being bullied.

If the child:

- Is frightened of walking to or from school.
- Begs to be driven to school
- Changes their usual routine
- Is unwilling to go to school
- Begins to truant
- Becomes withdrawn, anxious, or lacking in confidence
- Starts stammering
- Attempts or threatens suicide or runs away
- Cries themselves to sleep at night or has nightmares
- Feels ill in the morning
- Begins to slow learning progress
- Comes home with torn clothes or books damaged
- Has possessions which are damaged or "go missing"
- Asks for money or starts stealing
- Has dinner or other monies continually "lost"
- Has unexplained cuts or bruises
- Comes home hungry (as a result of lunch/ snack being taken)
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or siblings
- Stops eating
- Is frightened to say what's wrong
- Is afraid to use the internet or mobile phone
- Gives improbable excuses for any of the above

APPENDIX 2.

Help Organisations

<https://www.gov.uk/bullying-at-school>

Advice on Children's Education (ACE)

0300 0115 142 www.ace-ed.org.uk

KIDSCAPE

0845 1205 204 www.kidscape.org.uk

Parentline Plus

www.familylives.org.uk

Bullying Online

0808 800 2222 www.bullying.co.uk

CEOP (Child Exploitation and Online Protection Centre) www.ceop.police.uk

Young Minds

www.youngminds.org.uk/Bullying

Childline

0800 1111 www.childline.org.uk