



'Valuing Learning, Learning to Value'

Yorkley Primary School Anti-Bullying Policy

Policy Status

Statutory

Purpose

To inform staff, governors, parents and visitors of:

- The definition of bullying as being the deliberate infliction of hurt on others carried out repeatedly over a long period of time. It may be quiet and persistent in a non-verbal or verbal manner.
- The procedures we follow in order to deal with any issues of bullying.
- How education can help to prevent bullying.

Consultation

Staff and Governors were consulted during the writing of this policy

Bullying may take the following forms:

- **Physical:** punching, kicking, hitting, pinching, threats, any form of violence.
- **Verbal:** name-calling, sarcasm, spreading rumours, persistent teasing.
- **Emotional:** making faces; tormenting, threatening ridicule, humiliation, exclusion from groups or activities.
- **Racial:** racial taunts, graffiti, gestures.
- **Sexual:** unwanted physical contact, abusive comments, or homophobic taunts.
- **Cyber:** all areas of internet, such as email and internet chat, twitter, facebook misuse. Mobile threats by text messaging and calls. Misuse of associated technology, i.e camera and video facilities, ipad, games consoles.
- **Homophobic:** because of, or focussing on the issue of sexuality

Bullying may be related to:

- Race
- Gender
- Religion
- Culture
- SEN or disability
- Appearance or health condition
- Home circumstances
- Sexual orientation, sexism or sexual bullying, homophobia

However if two pupils of equal power or strength have an occasional fight, falling out or quarrel, this is not bullying.

Our school endeavours to provide an environment where bullying does not occur.

Any incident of bullying:

- Will be investigated thoroughly, taken seriously and acted upon.
- The victim will be given support and advice.
- Bullies will be talked to and will be encouraged to see the victim's point of view.
- The names of children and incidents will be recorded using our 'White slips' system
- Parents of the bullies will be informed if the incident happens again.

Recognising the difference between bullying/bossiness and bullying/boisterous behaviour:

Bullying	Bossiness
Focused on younger, smaller and timid children, relying on threat and force. Wilful, conscious desire to hurt, threaten and frighten.	Bossing whoever is around at the time. Usually outgrown as social skills and maturity develop.

Bullying Behaviour	Boisterous Behaviour
Playing in a way that spoils other children's activities, showing violence and hostility. Rough intimidating behaviour.	More natural, uncontrolled, not vindictive. High spirits, not unfriendly.

Bullying will not be tolerated.

We believe that we:

- Create a school ethos where all individuals are encouraged to respect the needs, rights and wishes of others.
- Develop skills of cooperation, listening, sharing, negotiation and conflict resolution.
- Enhance pupils' self-esteem, confidence and problem-solving.
- Have identified a range of consistent procedures for dealing with incidents.
- Offer support to both victims and perpetrators.
- Implement strategies for supervision of "higher risk" areas and times of the day as detailed in the staff handbook.
- Implement strategies for dealing with perpetrators.

We achieve this through:

- PHSE lessons/assemblies using the Jigsaw program
- Circle time
- School assemblies
- School Council
- Small social skills groups
- Awarding of House Points for good behaviour
- The implementation of whole school Rewards and Sanctions
- The Buddy System
- Pupil Voice
- Anti-bullying week and continued focus
- E-Safety day
- Worry box & Bennett the Monkey
- Nurture

All children are reminded to:

- Tell an adult if they experience or witness ongoing abuse, of any kind.
- Report and discuss attitudes or actions which they find unacceptable or difficult.

All children and parents should feel confident that the issue or concern will be dealt with in a non-confrontational way and fairly. They are encouraged to talk to the class teacher if their child experiences any form of bullying.

We ensure that both victim and perpetrator:

- Explore feelings and express them.
- Understand other points of view.

The procedure for reporting and dealing with incidents of bullying is as follows:

- The class teacher keeps a log of reported incidents (reported or witnessed). A pattern of behaviour or incidents is then logged.
- All staff note any incidents and report them to the class teacher who will record them. Any patterns of behaviour will also be referred to the Head Teacher (HT) by the class teacher concerned.
- In the case of racist bullying, this must be reported to the Headteacher.
- Concerns felt by any member of staff or by pupils (including the victim) are reported to the class teacher and/or the HT.
- The victim and the perpetrator are spoken to on separate occasions by the class teacher or HT (as appropriate).
- The victim and the perpetrator may then be spoken to together to seek a way forward.
- If deemed serious in nature, the issue is then reported to the parents concerned. All adults and children involved will have contributed to the evidence.
- As a result, the children are monitored closely by all staff. Staff report any further concerns directly to the HT.
- If the incidents still continue then the perpetrator may be excluded from the playground and /or school and they may also have to participate in a support programme (e.g. social skills/language group/anger management). They may be reintegrated onto the playground for small periods of time under very close supervision.
- In extreme circumstances the perpetrator will be given an internal lunch-time exclusion and a fixed-term exclusion may then be considered necessary.
- The victim is provided with a circle of friends to support and instil confidence. They may also be included in a self-esteem group if necessary.
- Parents are kept informed of any recurring incidents.

Help Organisations

KIDSCAPE Parents helpline (Mon-Fri, 10-4) 08451205204

Parentline Plus 08088002222

Bullying Online www.bullying.co.uk

Visit the Kidscape website www.kidscape.org.uk for further support, links and advice.

Links with other policies

This policy should be read in conjunction with the following policies e.g.

Safeguarding and Child Protection

Behaviour, Rewards and Sanctions

Personal, Social, Health and Citizenship Education

Nurture

Policy Evaluation and Review

Compiled by: Mrs K. Burke & Miss Williams

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