



# Greystoke Primary School

Enabling our children to reach  
their full potential

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## Anti Bullying Policy

This policy has been formally adopted by the Governing Body of Greystoke Primary School. It will be reviewed by the Governors, Head teacher in conjunction with the staff two years from the date of signature below.

Signed..... Date.....

**Review date**.....

## **Anti bullying policy and procedures**

In line with our behaviour policy we will encourage all children to follow our school rules and be caring to all within our school.

### **Aims**

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.

### **Definition**

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. The three main types of bullying are:

physical (hitting, kicking, theft)

verbal (name calling, racist remarks)

indirect (spreading rumours, excluding someone from social groups)

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.

### **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**

In school 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 head teacher
- The head teacher will interview all concerned and will record the incident
- Class teachers will be kept informed and if it persists the Class teacher will advise the appropriate staff in school
- Parents will be kept informed
- Punitive measures will be used as appropriate and in consultation will all parties concerned

Pupils who have been bullied will be supported by:

- offering an immediate opportunity to discuss the experience with their Class teacher or member of staff of their choice
- reassuring the pupil
- offering continuous support
- restoring self-esteem and confidence
- planned strategy of support
- see parents regularly to keep informed
- continue to monitor

Pupils who have bullied will be helped by:

- discussing what happened
- discovering why the pupil became involved
- establishing the wrong doing and 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
- exclusion from certain areas of school premises
- minor fixed-term exclusion
- major fixed-term exclusion

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHE, form tutorial time, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour. The school will participate in Anti bullying week annually and promote good behaviour through a strong reward system.

The policy is closely linked with the e-safety policy.

### **Monitoring, evaluation and review**

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

## **ADVICE FOR GOVERNORS**

### **Governors should:**

- Ensure that all pupils, parents and adults in school know that bullying is completely unacceptable and that if they help to stop it, they will be supported.
- Ensure that the ways of preventing bullying in school are outlined in the schools written policy on discipline and included in the prospectus.
- Make clear and accessible to all governors, parents, pupils and staff the procedures expected to be mobilised to prevent bullying.
- Review procedures for dealing effectively with specific complaints from parents.
- Make provision to follow up the detection and reporting of incidents so that victims of bullying can be supported and bullied deterred.
- Ensure incidents are recorded consistently and in a way that allows for effective monitoring of behaviour.
- Ensure that opportunities within the curriculum are used for combating bullying.
- Model non-bullying behaviour.
- Consider creative ways of combating bullying as a school eg. peer mentoring, peer mediation.
- Keep abreast of new developments and advice.
- Consider links to other school policies you may have in place, such as behaviour and discipline, inclusion, anti racism etc.

**PREVENTION IS BETTER THAN CURE**

## HELP FOR PUPILS

### **Do you feel you are being bullied?**

- Bullying does not have to be part of school life or a part of growing up.
- Help is usually needed to sort it out.
- You do not deserve to be bullied.
- If you are different in some way be proud of it. It is good to be an individual.

### **If you are being bullied:**

- Try not to show you are upset, which we know is difficult.
- Stay with people you like, there is safety in numbers.
- Try to be strong and shout “**no**” loudly. Walk away, even if you do not feel brave inside.
- Try to talk about what is happening to you with your friends, parents or adults in school.
- Try to trust in others to help you. They can only do this if you “tell”.

### **Remember:**

- Not telling is the bully’s greatest weapon.
- Bullying can be prevented or stopped.
- Fighting back may make things worse
- The weapons of the bully include threats and fear.

### **Are you being a bully? Do you have a pattern of bullying behaviour?**

You know this behaviour is not acceptable.

Do you need help in finding ways to relate to the school community?

Do you need to talk about your pattern of behaviour?

Avoid using parents or the threat of them as a punishment for bullies.

## ADVICE FOR PARENTS

All parents need to be aware of the signs that a child might be being bullied, because many children will not say what is happening to them.

Parents should talk to their children and ask about bullying if they are concerned. The following list identifies some characteristic behaviour exhibited by victims of bullying:

- Becomes frightened of walking to and from school or changes their normal route to school.
- Does not want to travel on the school bus, or starts begging to be driven to school.
- Is unwilling to go to school or complains of feeling ill each morning.
- Begins to play truant.
- Begins to do poorly in schoolwork or loses concentration.
- Arrives home with clothes or books damaged, or equipment missing.
- Becomes aggressive, surly or unreasonable.
- Exhibits a change in eating patterns without reason.
- Becomes withdrawn, starts stammering or lacks confidence.
- Becomes distressed, anxious or stops eating.
- Exhibits a pattern of minor ailments. Asks for extra money, or starts to steal.
- Has unexplained scratches or bruises.
- Cries in bed at night, has nightmares or starts wetting the bed.
- Begins to bully siblings or other children.
- Refuses to discuss what is wrong.
- Start to self-harm – cutting themselves.
- Attempt to commit suicide in extreme cases.

Should you suspect that your child is being bullied, reassure them of your support and immediately contact the school.

Do not encourage your child to retaliate: it often makes matters worse.

Whilst this can be an unacceptable and distressing experience it is essential to keep a balanced view and recognise the difference between targeted bullying and social interactions which are a natural part of children/young people growing and developing within a community. Not every social interaction is successful and harmonious.

It may be necessary to meet with the parents of a bully. It has been helpful in these situations to broach it with parents as a shared problem that needs to be tackled together. As with many behavioural issues it is often better to communicate with parents at an early stage. It has been helpful to follow a problem solving approach, finding strategies to modify behaviour rather than blaming and shaming.

## **ADVICE FOR STAFF**

- Staff should watch for early signs of distress in pupils:
- A change in the pattern of behaviour, becoming withdrawn or having temper tantrums.
- A deterioration in work or concentration.
- A pattern of petty illness or sporadic absences.
- A child who is becoming isolated.
- A child who exhibits a greater desire to stay with adults.

### **One of the weapons against bullying is for staff to make the time to listen to pupils:**

- Be aware that “to tell” is very difficult for many children.
- Be aware that there are guidelines in place which should be followed.
- Do not be a bully yourself.
- Be prepared to communicate with parents.