

SHERWOOD PRIMARY SCHOOL

**ANTI-BULLYING
POLICY**

September 2016

SHERWOOD PRIMARY SCHOOL MISSION STATEMENT

We aim to create a happy, caring environment in which children develop self-confidence and independence and are encouraged to be considerate and show respect for others, while reaching their true potential.

INTRODUCTION

- This document is intended to set out a clear and agreed definition of bullying in order for any reported incidents to be acted upon immediately and appropriately in accordance with the policy.
- This school aims to take a pro-active, positive approach regarding bullying, addressing both prevention and reaction issues. We believe that our pupils are entitled to receive their education in a safe, caring, empowering environment, free from fear and intimidation. All staff, pupils and parents will be encouraged to share these values and translate them into action.
- The Anti-Bullying Policy should be read in conjunction with the school's Good Behaviour Policy where the emphasis is to give recognition and reward to all positive learning, attitudes and relationships.
- Staff developed this policy during the summer term 2014.
- The policy was approved by the governors in the summer term 2014.

AIMS

In order to maximize and improve the expertise of the staff at Sherwood Primary School, the aims for the Anti-Bullying Policy are:-

- Ensure that Sherwood Primary School is a happy place for everyone;
- Encourage pupils, parents and all staff including teaching staff, classroom and lunchtime assistants to have a positive view of the school and to develop positive caring relationships between all parties;
- Ensure that children have no fear of any individual in school with whom they have dealings, including fellow pupils, staff, parents and visitors;
- Ensure that no individual, or group, dominates others/another by fear, violence or intimidation;
- Be approachable and open so that pupils and parents feel that they can express concerns in a fair and sympathetic manner.
- Be vigilant in recognizing those pupils who are reluctant or find it difficult to express their concerns.

These aims are consistent with our school philosophy.

OBJECTIVES

These aims are achieved by:

- Ensuring that all children know that we consider bullying unacceptable;
- Encouraging all pupils to speak out;
- Keeping the message going by informing new staff, new intakes of children, new pupils and their parents of our policy;
- Taking all problems of bullying seriously;
- Investigating thoroughly each incident;
- Interviewing bullies, victims and witnesses separately;
- Sharing information with parents and other staff, including the welfare staff;
- Implementing appropriate action.

RIGHTS

In school, the children, staff and parents have the right to:

- Be safe
- Be heard
- Be treated fairly and with respect
- Be able to learn, teach and communicate

WHAT CONSTITUTES BULLYING

Bullying is any form of sustained aggression that involves the illegitimate use of power to hurt, frighten or threaten someone else over a prolonged period. Bullying can manifest itself in a number of ways:

- Gesture
- Verbal – name calling, sarcasm, spreading rumours, persistent teasing
- Physical – pushing, kicking, hitting, pinching and any other forms of violence
- Extortion
- Emotional – exclusion, tormenting, ridicule, humiliation
- Racist – racial taunts, graffiti, gestures
- Sexual – unwanted physical contact or abusive comments (including adults).
- Telling tales to get a child into trouble.
- Use of mobile telephone/text to intimidate other people.
- Cyber bullying through email or social networking sites.

RECOGNISING THE SIGNS OF BULLYING

It is not always easy to recognize a victim. They may be new to class; suffer from low self-esteem or depression; be isolated, shy, nervous or anxious; demonstrate “entertaining” reactions; or they may be different in appearance, speech or background from other children.

SIGNS THAT A CHILD IS BEING BULLIED OFTEN MAY ENTAIL

- Being frightened of walking to and from school
- Changing route to school
- Being unwilling to go to school or out to play
- Showing a deterioration in the standard of work
- Having clothes torn or possessions ruined
- Having unexplained cuts or bruises
- Erratic attendance
- Going home hungry because lunch was stolen
- Becoming withdrawn, distressed or unable to eat
- Crying themselves to sleep or having nightmares
- Asking for money or starting to steal
- Becoming uncharacteristically aggressive, surly or unreasonable
- Beginning to bully siblings or other children
- Threatening to attempt suicide.

STRATEGIES TO ENSURE AN ANTI-BULLYING ENVIRONMENT IS ESTABLISHED

****Prevention is better than cure****. At Sherwood Primary School we aim to prevent bullying by adopting the following measures:

- Involving children and parents in defining what they consider to be bullying
- Discussing the causes, consequences and the seriousness of bullying
- Discussing unacceptable behaviour with the children and encouraging them to report this kind of behaviour should they know it is occurring
- Developing confidence in the children and parents, that reported incidents will be dealt with sensitively and effectively
- Promoting positive behaviour towards everyone through assemblies, circle time, stories, drawing, discussion, role play and via messages in the curriculum
- Establishing expectations of good behaviour and high standards in the minds of all staff, pupils and parents
- Boosting children's self-esteem through our merit system and through comments/actions made throughout the day
- Encouraging children and parents to talk problems through with their child's teacher or another member of staff
- Rewarding and encouraging children for individuality, co-operation and non-aggressive behaviour
- Being available throughout the day to discuss problems with pupils
- Liaising with all members of staff, to inform them of incidents and action being taken, so that we can support each other
- Alerting parents to our concerns about bullying and to the ethos we are striving to develop in school and inviting parents to respond to our concerns and help us in the drive to maintain a fear free school.

OTHER STRATEGIES THAT MIGHT BE APPROPRIATE INCLUDE

- Praise to encourage feelings of security and self worth
- They may need to learn how to make a low-key reaction, learn to shout no and walk away or to walk with confidence
- Drawing, writing or discussing feelings might help them distance themselves from fear
- Call in the victim's parents and explain the situation
- Ask them to monitor the situation over the coming weeks or months

IF PARENTS REPORT SUSPICIONS OF BULLYING TO YOU

- Make it clear that the school will not tolerate bullying and that the incident will be thoroughly investigated and then dealt with
- Tell parents that you will get back to them in a day or two to report what you have found
- Ask them to come back if there are any more problems
- Report the incident to the Headteacher, who will record the incident in writing and date it in the Anti-bullying file
- React calmly to the incident – an emotional reaction can add to the bully's fun and make them feel in control
- Take action that day, deciding whether this needs to be private or public
- Monitor the situation to ensure that it does not continue to escalate.

The victim will need immediate reassurance, concrete help, advice and support so that they do not feel inadequate or foolish. These will vary and might need to be developed over the longer term, depending on – what the problem is, how long it has been going on and what the reactions are. Counselling or problem solving approaches may be useful at this stage.

STRATEGIES FOR DEALING WITH BULLYING

1. Every incident to be logged in the class bullying log.
2. Report up the hierarchy of staff within school.
3. The incident will then be dealt with in line with the school's and LEA's disciplinary procedures.