

Thornbury Primary School

'NO To Bullying' Policy Statement 2018 - 2020

Aims

We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere.

Bullying of any kind is unacceptable at our School.

If bullying does occur, all pupils should:

- be able to tell someone
- know that incidents will be dealt with promptly and effectively
- know we are a *LISTENING AND TELLING* School.

This means that **any child** who knows that bullying is happening is expected to tell a teacher or another adult in School. This could be via a note put in the Worry Boxes which are within each base.

What Is Bullying?

Bullying is the use of consistent aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

It is important staff allocate time to ensuring children understand that bullying is behaviour that happens repeatedly and is not a 1 off incident which maybe responded to in different way.

Bullying takes 5 main forms. They are:

- Physical - pushing, kicking, hitting, punching or any use of violence
- Verbal - teasing, name calling, sarcasm
- Racist - racial taunts, graffiti, gestures
- Emotional - being unfriendly, excluding, tormenting, spreading rumours
- Cyber - bullying which occurs through multimedia forms such as phones and the internet.

NB: All children will undertake a Computing unit each year with a specific focus on Internet safety. For further details, please refer to the Computing at Thornbury document which every staff member has.

Obviously these areas overlap each other.

Why is it important to respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Children who are bullying need to learn different ways of behaving. Children who are bullied need support to move on.

Thornbury Primary School takes seriously its responsibility to respond promptly and effectively to issues of bullying. Records are kept of all forms of bullying this is now through the school use of the Behaviour Watch site. Concerns are logged as worries, concerns and higher level incidents. All of these incidents are then viewed by member of SLT and the school SENCO. Further action can then be taken as necessary.

Our aims are that:

- All Governors, teaching and non-teaching staff, children and parents should have an understanding of what bullying is
- All Governors and teaching and non-teaching staff should know what the School policy is on bullying, and follow it when bullying is reported
- All children and parents should know what the School policy is on bullying, and what they should do if bullying arises. This information is shared at least annually in the form of a letter and leaflet. In November 2017 children across KS2 reviewed and updated the school Anti Bullying leaflet. This will be sent out in November 2018.
- All children and parents can be assured that they will be supported when bullying is reported
- Bullying will not be tolerated.

Bullying: Practice Document

Signs and Symptoms of Bullying

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from School
- doesn't want to go on the School grounds
- begs to be driven to School
- changes their usual routine
- is unwilling to go to School (school phobic)
- begins truanting
- 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 do poorly in school work
- comes home with clothes torn or books damaged
- has possessions go "missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money/lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above.

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated

Procedures, should bullying occur

1. Report bullying incidents to staff
2. In all cases the incidents will be recorded by staff
3. The bullying behaviour or threats of bullying will be investigated
4. In cases identified as bullying, parents of the bully/bullies will be informed and will be asked to come in to a meeting to discuss the problem
5. If necessary and appropriate, further action will be taken; to allow or condone bullying may lead to consideration under child protection procedures.
6. Every attempt will be made to help the bully or bullies to change their behaviour
7. Support, in the most appropriate form, will be offered to the child who is bullied.

Outcomes: All adults within the child's department, including MTA's, will be alerted and asked to monitor situation.

1. The bully or bullies will be asked to genuinely apologise, and there will be other consequences
2. In serious cases, suspension or even exclusion will be considered. The bully may be moved to another playground
3. If possible, the pupils will be reconciled
4. After the incident or incidents have been investigated and dealt with, each case will be monitored to try and ensure the bullying does not continue.

Prevention

To help prevent bullying, we may ask children, as appropriate, to carry out some of the following activities:

- use role-play opportunities
- have discussions about bullying and why it matters
- write a set of agreed rules
- sign a behaviour contract
- write stories or poems or drawing pictures about bullying
- read stories about bullying
- We also have school staff trained in ELSA who can offer support. In addition small group 'social skills'/friendship interventions maybe set up.

Sources of Information to track bullying

- Behaviour Watch
- Class year group folders
- MTA notebooks
- Moments that Matter books
- Worry Box
- School anti bullying leaflet.

Anti-Bullying week

Every year we participate in the national Anti-bullying week (usually 2nd week of November). This involves sending out the Anti Bullying leaflet and accompanying parent letter. The children then undertake at least 1 timetabled lesson exploring issues related to bullying. In addition a display is often produced in each department. Anti-Bullying activities have also been a feature of Parent Open Mornings in the past.

Reviewed by Caroline Walsh - February 2018