

CHARFIELD PRIMARY SCHOOL

Working together....Learning for life



Anti-Bullying Policy

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Date ratified by Full Governing Body		Chair of Governors	
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Aims

- Bullying of any kind will not be tolerated.
- The prevention of bullying is everyone's responsibility.
- Children to feel able to 'speak out' about bullying.
- Incidents of bullying to be dealt with quickly and effectively.

Objectives

1. The school community has an agreed definition for bullying.
2. We work to prevent bullying happening in the first place.
3. We have effective strategies for identifying bullying.
4. We act quickly and effectively when bullying does occur.
5. All stakeholders feel supported and have channels to take if bullying occurs

1 The school community has an agreed definition for bullying.

Definition:

Charfield Primary School's definition of bullying can be illustrated by the acronym S.T.O.P.

S	several
T	times
O	on
P	purpose

This may include the following behaviour:

- Deliberately hurtful behaviour (including aggression), which aims to hurt, threaten or frighten someone;
- Physical-hitting, kicking, taking belongings;
- Verbal-name calling, insulting, making offensive remarks;
- Indirect-spreading of nasty stories about someone.
- Bullying is usually associated with series of incidents but a single traumatic event can have as much effect on the victim.
- Use of communication technology, social media sites to be deliberately offensive.

2 We work to prevent bullying happening in the first place.

- We need to constantly promote and celebrate respect for others and their feelings.
- Within this context we must be prepared to examine our own behaviour to ensure our behaviour is not bullying.
- We need to encourage purposeful, positive play. Peer mediation will be used throughout the school.
- Staff need to be trained to deal with bullying situations when they do occur.

- We need to discuss bullying with the children and provide the pupils with coping strategies.
- We need to teach the children how to recognise and act to resolve bullying; whether they be the victim or someone else.
- This to be done through: - assemblies, circle time, role play and posters (including info re Child-line).

3 We have effective strategies for identifying bullying.

At Charfield Primary School we take this kind of behaviour very seriously. We ask parents to inform the school immediately if they have any concerns, or if their child is experiencing difficulties.

We need to promote a consistency of approach and create a climate in which all types of bullying are regarded as unacceptable. Staff need to be watchful of bullying at all times both in class and out. Children need to be aware of what constitutes bullying and feel confident that action will be taken if they inform a member of staff that bullying is going on.

4 We act quickly and effectively when bullying does occur.

Although bullying is not tolerated in school we recognise that instances of bullying may occur. We try to foster in pupils an openness and willingness to talk about the concerns that we have. We also encourage older pupils to look after the younger ones and report any concerns they may have about a friend to a teacher.

1 - We must be prepared to listen to, respect and take children seriously when they complain about bullying. We must do this promptly. We need to discuss the incident(s) at length with the victim and any witnesses if possible and note down on a Cause For Concern Form.

2 - Talk to the bully and ask for their version of events. Again, note down on a Cause For Concern Form.

3 - Refer on to Head teacher or Deputy Head. Bullying will usually be treated as Stage 3 behaviour (See Behaviour Policy) and parents of both the victim and the bully will be informed if this is the case. If it is felt necessary a support plan will be drawn up for both victim and bully to try to ensure bullying does not reoccur.

5. All stakeholders feel supported and have channels to take if bullying occurs

This policy also applies to all stakeholders attached to the school. Bullying can also occur between adults. The following actions should be taken if a member of staff or other stakeholder feels bullied

Bullying by Parent / Visitor

The School will not tolerate any behaviour from parents or visitors that is inappropriate or threatening towards pupils, staff or other parents. If this is the case that person(s) will be informed of their inappropriate behaviour by a member of SLT and will be instructed to leave the school premises immediately.

Bullying by another staff member

Should a staff member feel bullied by a colleague, they should discuss the matter with their Line Manager or another member of SLT. During the discussion a course of action should be formulated. It is important that the Headteacher is consulted and made aware of the situation. If the suspected bully is the Headteacher then the member of staff should inform the Chair of Governors who will then take appropriate action.

Bullying by staff will not be tolerated. Persistent bullying will result in disciplinary action being taken.

TWELVE THINGS TO DO IF YOU ARE BEING BULLIED

- ✓ Tell an adult you trust
- ✓ Tell yourself that you don't deserve to be bullied
- ✓ Get your friends together and say no to the bully
- ✓ Stay with groups of people, even if they are not your friends, there is safety in numbers
- ✓ Try to ignore the bullying
- ✓ Try not to show you are upset, which is difficult
- ✓ If possible, avoid being alone in places where bullying happens
- ✓ Try being assertive, shout no, loudly, practice in front of a mirror
- ✓ Walk quickly and confidently even if you don't feel that way inside. Practice!
- ✓ If you are in danger, get away, do not fight to keep possessions
- ✓ Fighting back, may make it worse, if you decide to fight back, talk to an adult first
- ✓ If you are different in some way be proud of it! It is good to be an individual