



ANTI-BULLYING Policy

Statement of Intent

At Davy Hulme Primary School 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 and know that incidents will be dealt with promptly and effectively. We are a *TELLING* school. This means that *anyone* who knows that bullying is happening is expected to tell the staff.

What Is Bullying?

"Bullying is any behaviour which is deliberately intended to hurt, threaten or frighten another person or group of people. It is usually unprovoked and is often repeated and can continue for a long period of time. It usually reflects an imbalance and abuse of power. Bullying behaviours are aggressive although they may not seem so."

Sonia Sharp

There is no firm legal definition of bullying but the literature suggests that any definition must include the following characteristics

- that it tends to be repetitive or prolonged
- that it involves an imbalance of power
- that it may be verbal, physical or psychological

In Circular 8/94, *Pupil Behaviour and Discipline*, the DfES acknowledges this and emphasises the harmful effects on the victim:

"Bullying may be distinguished from other unacceptable forms of aggression in that it involves dominance of one pupil by another, or a group of others, is pre-meditated and usually forms a pattern of behaviour rather than an isolated incident..."

Bullying can be:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical pushing, kicking, hitting, punching or any use of violence
- Racist racial taunts, graffiti, gestures
- Sexual unwanted physical contact or sexually abusive comments
- Homophobic because of, or focussing on the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Social Media All areas of internet ,such as email & internet chat room misuse. Mobile threats by text messaging & calls
Misuse of associated technology , i.e. camera & video facilities

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. Pupils who are bullying need to learn different ways of behaving.

Schools have a responsibility to respond promptly and effectively to issues of bullying.

Objectives of this Policy

- All governors, teaching and non-teaching staff, pupils 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 pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

Signs and Symptoms

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:

- A sudden change of friendship groups
- lack of friends
- becomes frightened of walking to or from school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- 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
- 'illness' at certain times or on certain days
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or "go missing"
- 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
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber-message is received
- withdrawal/sudden lack of confidence
- severe cases of depression

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated. Although the above list is most likely to apply to victims, changes in behaviour could indicate that someone has developed anti-social traits and may be bullying.

Procedures

1. Report bullying incidents to staff
2. In cases of serious bullying, the incidents will be recorded by staff.
3. In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem
4. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
5. An attempt will be made to help the bully (bullies) change their behaviour

Staff must deal immediately with any incident they witness either in their own classroom or around the school.

Communication is essential and suspected bullying must be reported to the class teacher or Head Teacher.

Sanctions that may be imposed on the child who bullied

These include:

- The bully (bullies) may be asked to genuinely apologise
- If possible, the pupils will be reconciled.
- Removal of privileges/activities

- Detentions.
- Exclusion from peers/lesson.
- After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
- Exclusion from school as detailed in the school's behaviour and discipline policy.

Prevention

We will empower the children with strategies and skills to prevent bullying. As and when appropriate, these may include:

- writing a set of school rules
- signing a behaviour contract
- writing stories or poems or drawing pictures about bullying
- reading stories about bullying or having them read to a class or assembly
- making up role-plays.
- having discussions about bullying and why it matters
- Using education materials such as 'Saying No to Bullying' from the SEAL materials ?
- promotion of positive behaviour traits through our school values

9. Suggested strategies to reduce bullying

- Ensuring that the school's anti-bullying statement or charter is clearly displayed around the school
- HELPLINE numbers displayed: CHILDLINE: 0800 1111 (24 hours a day), KIDSCAPE BULLYING HELPLINE FOR PARENTS 020 7730 3300 (Monday to Friday: 10a.m. to 4p.m.)
- Providing regular opportunities for children to talk about their feelings and concerns in a safe environment and to enable them to share concerns about bullying
- PSHE Curriculum to raise awareness, challenge attitudes and maintain profile of the policy
- Promoting our school's values - each month, we introduce a new value and we encourage pupils and staff to 'live the values' in their daily life. Regular Class Circle Time/'emergency' class circle times? Weekly Values Assemblies?/'Emergency'
- 'Emergency' assemblies for the Year Group/Key Phase wider audience when an important message about a current concern can be urgently conveyed?
- Circle time development, which more directly address issues through themes ?
- Poster (periodic) campaigns around the school, undertaken by classes, for example Anti-Bullying week.
- Raising self-esteem of children who have been bullied and teaching assertiveness techniques

- Providing a Listening Box in the (KS2 common hall), where a pupil can leave a note of an incident of bullying, if they feel unable to tell someone directly.
- Listening room in Key Stage 2 - providing pupils who are experiencing bullying with the opportunity to talk in private, to enable them to risk telling what is happening, without fear of reprisal
- Peer counselling, where pupils are trained in counselling skills to offer support to those who are being bullied
- Empowering victims of bullying by allowing them to decide how they would like the incident to be dealt with: some like to talk to the bully with a teacher present; some would prefer a teacher to deal directly with the bullies; with a minor incident they may wish teachers to monitor the situation
- Supervising areas of the playground or school which pupils have identified as key areas where they feel vulnerable.
- Supervising play with an awareness of possible bullying.
- Training pupils to be peer counsellors.

Staff also need to consider the possible influence of their own behaviour towards students. Below is a description of three contrasting styles which lead to different outcomes for students.

BULLYING-PROMOTING TEACHING

deliberate humiliation : promoting the message that some people are fair game; redefinition of bullying: *"it was only a joke"; "I didn't mean to hurt their feelings" "It's OK to get pleasure out of a person's discomfort"*.

BULLYING-PERMISSIVE TEACHING

official approval of status and power as means of control - misuse of power can thrive; a pronounced hierarchy where the message is *"do as I say, not as I do."* difficult for pupils to seek help if they are being victimised; no time to listen to vulnerable pupils.

BULLYING PREVENTATIVE TEACHING

treating pupils with respect; not setting up victims; presenting good role-models; using power and authority appropriately; explicitly stating that bullying is not acceptable; active process aimed at changing pupil attitudes.

Persons responsible:

EYFS	Mrs Jane Bailey
KS1	Mrs Jill Newton
KS2	Miss Kate Brookes

Whole School Mr P McDowell

Signed _____
Headteacher

Signed _____
Chair of Governors

Date 7 February 2018
Next Review due Spring 2020

HELP ORGANISATIONS:

Bullying Online www.bullying.co.uk

CHILDLINE Telephone counselling and advice service for children and young people who are experiencing bullying or any other problem or danger. **0800 - 1111** (free 24 hours)
www.childline.org.uk

CHILDREN'S LEGAL CENTRE Gives advice about law and policy affecting children and young people in England and Wales. 01206 714650(Mon-Fri 9-30am to 5-00pm)
www.childrenslegalcentre.com

KIDSCAPE Offers free child protection leaflets (send a SAE plus 6 loose first class stamps) and a telephone helpline for parents, guardians or concerned relatives of bullied or abused children. Kids cape, 2 Grosvenor Gardens, London, SW1W 0DH. Helpline for parents, carers and relatives. 0207-7303300 www.kidscape.org.uk

NATIONAL SOCIETY FOR THE PREVENTION OF CRUELTY TO CHILDREN (NSPCC)
Helpline for anyone, including children, concerned about, involved in, or at risk of child abuse. **0808-800-5000** (24 hours) www.nspcc.org.uk

PARENTLINE PLUS/FAMILY LIVES Available to anyone parenting a child to talk through any concerns or worries. Email support also available via website. **0808-800-2222** (24 hours)
www.familylives.org.uk

SAMARITANS Helpline for anyone in distress. Email support also available. 116 123 hours) Email jo@samaritans.org