Gorseybrigg Primary School and Nursery

ANTI-BULLYING POLICY

March 2024

GORSEYBRIGG PRIMARY SCHOOL

ANTI-BULLYING POLICY

AIMS
This policy establishes the school's commitment to taking prompt action against bullying. It also describes our strategies for minimising opportunities for bullying and the procedures to be followed in handling any bullying situations which might arise. This policy complements our school behaviour policy.

PRINCIPLES
We believe that bullying should never be tolerated in the school community either inside or outside of school. We are committed to developing and fostering an anti-bullying culture whereby no bullying, including between adults or adults and children and young people, will be tolerated.

DEFINITION OF BULLYING
Behaviour by an individual or group is usually repeated over time, that intentionally hurts another individual or group either physically or emotionally.

STOP (Several Times On Purpose)

How does bullying differ from teasing/falling out between friends or other types of aggressive behaviour?

- There is deliberate intention to hurt or to humiliate.
- There is a power imbalance that makes it difficult for the victim to defend themselves.
- It is usually persistent.

Occasionally an incident may be deemed to be bullying even if the behaviour has not been repeated or persistent – if it fulfills all other descriptions of bullying. This possibility should be considered, particularly in cases of sexual, sexist, racist or homophobic bullying and when children with disabilities are involved. If the victim might be in danger then intervention is urgently required.

Bullying is:
- Deliberate hurtful behaviour
- Often repeated over a period of time
- Difficult for those being bullied to defend themselves

The main types of bullying are:
- Physical – hitting, kicking, taking belongings and all unprovoked assaults.
- Verbal – name-calling, insulting, racist, sexist or sexual orientation/homophobic remarks, including threatening behaviour
- Cyber bullying – verbal examples of bullying using any form of social media and sending offensive or degrading images by mobile phone or via the internet.
- Indirect – spreading nasty stories, excluding from social media.
- Non-verbal – staring, gesturing, manipulating behaviour through intimidation.

Bullying can happen to anyone.

This policy covers all types of bullying related to:

- Race, religion or culture
- Special Educational needs or disability
- Appearance or physical/mental health conditions
- Sexual orientation
- Young carers, children in care or otherwise related to home circumstances

OUR COMMITMENT

We will:

1. Investigate all reports of bullying including those made by parents.
2. Take seriously any reports of bullying.
3. Act and be seen to act firmly against bullying whenever and wherever it appears
4. Clearly explain arrangements through which children troubled by bullying can report any incidents of bullying in confidence.
5. Encourage our children to play a positive role in helping to expose and discourage bullying.
6. Enhance children's self-esteem and ensure that they recognise the effects of their behaviour
7. Involve parents of children who bully or who are bullied by others.
8. Regularly remind children of our anti-bullying ethos through PHSE and RE lessons, whole school assemblies, activities during anti-bullying week, classroom behaviour agreements and anti-bullying displays
9. We are committed to working with other agencies (e.g. Police community support officer) and the wider school community to prevent and tackle all bullying concerns.

FOSTERING ANTI-BULLYING BEHAVIOUR

High standards of behaviour are expected of our pupils at all times.
All pupils are encouraged to take responsibility for their own behaviour. We recognise the importance of celebrating good behaviour and will, whenever possible, remind children of the effects of their actions on others.
Staff will celebrate individuality and cultural differences, in order to assist pupils to see others as persons worthy of respect, whatever their race, religion, culture, appearance, ability or sexual orientation.
Parents are made aware of our anti-bullying policy which can be found on our school website.
During anti-bullying week (which is held each year in autumn term) all classes will explore all aspects of bullying and how we, as a school, deal with these effectively. This is an opportunity to remind pupils that bullying should never be tolerated.

MONITORING

We recognise that bullying is more likely to occur during non-teaching situations therefore, at all times, staff are committed to be alert to signs that children are bullying or are being bullied. Any incident of concern should be recorded on My Concern, our safeguarding system.

SEN AND VULERNABLE CHILDREN

As children with special needs may become targets for bullies, teachers are expected to monitor children with SEN closely and to investigate promptly any suspicions of bullying. Children new to the school will also be monitored to prevent such children becoming victims of bullying. Other pupils will be encouraged to "look after" them.

Children will be asked to complete a bullying questionnaire in confidence each year so that any forms of bullying can be detected.

HANDLING OF BULLYING INCIDENTS

Any child can report bullying to their class teacher, head teacher/deputy head teacher or midday meal supervisor or any other member of staff.

Any parent with concerns of bullying behaviour can approach their child's class teacher, the assistant head teacher or headteacher.

The following procedures will be used when dealing with potential bullies:

1. Children will discuss the incident/s with the Headteacher.
2. Parents of the child will be contacted.
3. Sanctioning in line with the school's behaviour policy, this may include warnings, removal of privileges.
4. Relevant work/tasks, selected from the school's bank of resources, may be allocated to the child or both children to help resolve ill-feeling between the children. This may be done with a whole class or with specific groups of children, depending on the situation. This may vary depending upon the type of bullying.
5. Advice will be sought from outside agencies (including DCC behaviour support) if bullying persists.
6. The ultimate sanction will be to exclude a child from school.
7. Records of all actions will be kept with the Headteacher.

The following procedures will be used when dealing with children who are bullied:

1. Support will be provided by a member of staff chosen by agreement with the child, discussing what happened and establishing the behaviour that needs changing.
2. Parents of the child will be contacted. This will ensure that a child receives support from home and school.
3. If on-line, requesting content be removed and reporting content to the service provider and police if necessary.
4. Relevant work/tasks selected from the school's bank of resources may be allocated to the child or both children to help resolve ill-feeling between the children. This may be done with a whole class or with specific groups of children, depending on the situation.
5. Help and advice may be sought from outside agencies to support the child's emotional well-being. The child may be given assertiveness training or strategies to develop self-esteem wherever necessary.
6. Records of all procedures and actions will be kept with the Headteacher.

RESOURCES

We have several resource packs in school for addressing the issue of bullying available in school.

RESPONSIBILITIES

It is the responsibility of all within the wider school community to be aware of and prevent bullying behaviour.

It is the responsibility of:

- All staff to uphold the school's anti-bullying policy.
- The headteacher and deputy safeguarding lead/DHT to communicate the policy to the school community and to ensure that disciplinary measures are applied fairly, consistently and reasonably.
- The headteacher to keep records of bullying incidents securely in school.
- The headteacher, senior managers, non-teaching staff and governors to be aware of this policy and implement it accordingly.
- School Governors to take a lead role in monitoring and reviewing this policy.
- Parents/carers to support their children and work in partnership with the school.
- Pupils to abide by the policy.

This policy will be reviewed annually.

The named persons with responsibility for anti-bullying are:

Corinne Thornton HEADTEACHER and SAFEGUARDING LEAD
Rachel MacLeod – DEPUTY SAFEGUARDING LEAD
Jill Andrews NOMINATED GOVERNOR for ANTI-BULLYING