

DONINGTON COWLEY ENDOWED PRIMARY SCHOOL

Anti-Bullying Policy

Introduction

It is the aim of the school that all pupils are able to attend school without fear of bullying or intimidation. If a problem arises we aim to encourage the victim, or parents of the victim, to seek help from the school staff and for the matter to be fully investigated and the situation remedied.

Bullying is regarded as behaviour in which one or more pupils attempt(s) to dominate (an) other pupil(s) by behaving aggressively towards them. Bullying usually involves several incidents over a period of time during which a weaker/younger pupil is hurt or upset by one or more stronger/older pupils. Bullying usually forms a pattern of behaviour rather than an isolated incident and should not be confused with one-off incidents, disagreements or clashes which arise from time to time between children. It may include acts of physical aggression, but equally may include verbal taunts, threats or using rude gestures, which continue over a period of time and are deliberately hurtful. Other forms of bullying include deliberate damage to the victim's property or taking the property without permission. The victim is usually anxious and may exhibit signs of stress either in school, at home or both. They may also be unable or unwilling to verbalise their anxiety.

It is important that staff are available to give a sympathetic ear to children's problems. Class teachers should suggest to their class a suitable time of day for any child with a problem to seek help (e.g. at the start of playtime). Similarly, it should be stressed that children seek out the member of staff on duty if problems arise on the playground.

If parents are aware of any signs of distress in their children, e.g. unwillingness to attend school; regularly feeling unwell, or suspect that their child is being bullied, they should discuss the problems with their child's class teacher.

Preventing Bullying

In order to reduce the likelihood of bullying occurring, the following points need to be followed:

- Pupils are supervised at all times - staff on duty (whether teaching or non-teaching) need to reach the playground promptly.
- Children are encouraged to tell an adult if they are deliberately hurt by another and that adult then takes appropriate action to intervene. Initially this will probably involve speaking to the offending child and then keeping a close eye on the situation, but if the behaviour persists then the offending child should be removed from the area.
- A warm, friendly, supportive atmosphere is maintained in school, with children and staff encouraged to speak positively towards others.
- Drama, role play activities, PSHE and circle time may be used in order to highlight the cruelty of bullying and to enforce the idea that bullying is wrong and it is the perpetrators who are at fault, not the victims.

If Bullying takes place

- Any child who is aware of another being bullied should tell an adult immediately.
- Any member of staff (teaching or non-teaching) who is told of an incident of bullying should pass the information on to the Headteacher or teacher in charge. It is important to tell the child that he/she was right to tell, especially as many bullies may threaten punitive action for their victim informing.
- If, after investigation, the allegations of bullying are founded, priority must be given to ensuring that the bullying behaviour is urgently addressed. Steps to be taken will include some of the following:-
- It may be sufficient to simply speak with the offenders and indicate to them that their action is wrong, hurtful, will not be tolerated and must cease.
- It may be necessary for them to be isolated from others for a period of time until the patterns of behaviour have been changed.
- In serious cases, bullying may lead to exclusion from school for a defined period. This will usually apply where the incidents of bullying continue even after appropriate actions.
- The bullied child needs to be offered counselling and staff will, where possible, facilitate the formation of new peer group friendships.

- The child who has been bullying will receive guidance from an appropriate member of staff and his/her behaviour will be monitored closely.
- Any bullying incidents will be raised for discussion at staff meetings and the situation will be carefully monitored.
- A record will be kept of any incidents of bullying.

Conclusion

Children who perpetrate bullying are often experiencing problems themselves and, in appropriate circumstances, the parents of the child involved might be invited into school in order to inform them of and discuss with them the problems involved.

Children must feel able to approach an adult for help if they or any of their friends are experiencing bullying, and staff must ensure that help is forthcoming.

The school will be proactive in addressing bullying by focusing on positive relationships.

..... Chair of Governors

..... Date