

HAMPDEN GURNEY

Church of England Primary School

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Anti-Bullying Policy

REVIEW DATE	Dec 2018		
SIGNED		DATE	Dec 8 th 2016
HEAD TEACHER			
SIGNED		DATE	Dec 8 th 2016
CHAIRMAN OF GOVERNORS			

Anti-Bullying Policy

All children have the right to be safe and happy in school, and to be protected from those who threaten them.

We are committed to providing a caring, friendly and safe environment for all pupils so that they can learn in a relaxed and secure atmosphere. Bullying of any kind is not acceptable. 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 – anyone who knows that bullying is happening is expected to tell staff.

It is very important that all pupils know and believe that they will be listened to, and that action will be sensitive and swift.

Definition of bullying

‘A pupil is being bullied or picked on, when another pupil or group of pupils say nasty things to him or her. It is also bullying when a pupil is hit, kicked, threatened, locked inside a room, sent nasty notes, or when no-one ever talks to them. It is also bullying when a pupil is teased repeatedly in a nasty way. However, if two pupils of equal power or strength have an occasional fight or quarrel, this is not bullying.’

These things can happen frequently and it is difficult for the pupils being bullied to defend themselves.

DfES (Bullying: Don't suffer in silence) September 1994

The Christian ethos of our school values and encourages supportive behaviour in all pupils. We believe that positive reinforcement of appropriate behaviour is crucial and staff give a variety of rewards to promote this. We believe, however, that specific measures are necessary to help prevent bullying – these may include writing class rules, signing a behaviour contract, writing stories about bullying, assemblies addressing bullying, drawing pictures, making up role plays, circle times and having discussions.

What is bullying at Hampden Gurney School?

We consider bullying to be the use of aggression which results in pain and distress to the victim. It can be done with the intention of hurting others but may often be due to unintentional insensitivity.

Physical – pushing, kicking, hitting, pinching or any use of violence

Verbal – name-calling, sarcasm, spreading of rumours, teasing

Cyber – texting upsetting messages, pictures or using social media to spread rumour.

Emotional – excluding, cussing, tormenting (e.g. hiding books, graffiti, threatening gestures), being deliberately unfriendly.

Racist – racial taunts, gestures – refer anti-racist/equal opportunity policy

Sexual – unwanted physical contact, abusive comments about gender, homophobic comments.

The use of technology

Bullying in any form is unacceptable. Bullying that is carried out through an internet service, such as email, internet, chat room, via a website such as Facebook or Bebo, discussion group or instant messaging or through mobile phone technologies such as short messaging service (SMS) is cyber bullying. Cyber bullying will not be tolerated at any level, and consequences exist for students who choose to bully others in this way.

Causes of bullying:

- Personal inadequacy, lack of esteem or stress
- Opportunity
- Social factors beyond the control of the school
- Emotional factors (e.g. jealousy)
- Learning difficulties
- Relationship difficulties
- Lack of visible achievement
- Lack of encouragement to respond in a positive way to a threatening situation
- Conflict of values between home and school

Characteristics of bullies:

- Lack self-esteem, emotional feelings of inadequacy
- Attention seeking
- Feeling threatened
- Responding to being bullied
- Spoilt
- Manipulators

Characteristics of victims:

- Sensitive
- Poor self-esteem
- Self-pity
- Competitive/envious
- Seen to be different
- Have areas of weakness/difficulties
- Show lack of control – tearful, rage, anger

Aims of the policy:

1. To develop strategies which involve the school organisation and the curriculum.
2. To offer advice for pupils, parents, staff and governors.
3. To offer help to victims of bullying and their parents.
4. To develop a proactive, preventative approach to bullying.

Objectives:

- There should be an ongoing anti-bullying curriculum through PSHCE, circle time, assembly topics and positive behaviour management.
- All staff, governors, pupils and parents should have an understanding of bullying from the school's anti-bullying leaflet.
- There is no tolerance of bullying.
- There will be clear procedures for reporting bullying which everybody understands and follows.
- The school, parents and pupils prevent bullying and intervene effectively when it occurs.
- The school student council will provide a forum for concerns about behaviour, classroom and playground issues.

Procedure:

- Pupils will be encouraged to report when they are victims of bullying or when they are aware of victims of bullying. Pupils should report incidents during play or lunch – i.e. not during lesson time.
- The teacher or adult who has been spoken to should record the incident and inform the child's class teacher.
- The victim will be given support.
- The bullying behaviour or threats of bullying will be investigated and dealt with by the teacher.
- In the event of repeated incidents involving bullies or victims, teachers should fill in a referral form and hand it to the learning mentor.
- The learning mentor will track repeated incidents and could place children on the mentoring register.
- In serious cases, staff will report the incidents to SMT and parents/carers will be informed.

This policy is closely linked to the **Behaviour and Discipline policy** which includes strategies used to encourage positive behaviour and sanctions used when unacceptable behaviour takes place.

Further information relating to the use of technology to bully other pupils is detailed in the **ICT Acceptable Use Policy**.