



# **ANTI-BULLYING POLICY-** **Queen's Hill Primary and** **Nursery**

**Headteacher: Mrs Penny Sheppard**

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**Written by: Mr Roughsedge and approved by staff**

**Signed by Governor \_\_\_\_\_ DATE \_\_\_\_\_**



## **ANTI-BULLYING POLICY- Queen's Hill Primary School**

The aim of our anti-bullying policy is to ensure that everyone can learn in a supportive, caring and safe environment without fear of being bullied.

### **STATEMENT**

#### **Our agreed definition of bullying:**

Repeated actions and comments which have the intention of causing distress and are upsetting to another person.

#### **What bullying can include:**

Ignoring/excluding; looks; insults against the family; name calling; hiding of possessions; hitting; threats; setting people up; manipulating others to do things; racist and sexist remarks; intimidating groups.

#### **Preventative measures against bullying:**

What do all children need to know about bullying in order to prevent it occurring? Much of this can be brought into the curriculum through Personal and Social Education and PATHS. Circle Time will be used as a means of solving and preventing bullying situations.

*Bullying is defined as deliberately hurtful behaviour, which is unprovoked, repeated over a period of time, where it is difficult for those being bullied to defend themselves. The three main types of bullying are: physical (hitting, kicking, theft); verbal (name calling, racist remarks); indirect (spreading rumours, excluding someone from social groups). Bullying is not simply two children falling out with each other.*

Bullying in any form, by anyone, **will not be tolerated** at Queen's Hill Primary and Nursery Primary School. We do not accept any form of behaviour which hurts, threatens or frightens any member of the school community. Everyone has the right to feel safe and happy in school and in the playground. We believe in eradicating bullying without victimising the bully. Victims will be confident that support will be given and action will be taken against bullies.

## **AIMS**

To promote the well-being of all pupils based on trust between all members of the school community. It is everyone's responsibility to prevent bullying from occurring.

To offer an environment free from verbal and physical abuse and to provide an education free from humiliation and oppression where everyone has the chance to partake in the social and educational opportunities offered by the school.

To report and record all instances of bullying.

To promote a "whole school" approach, where signals and signs are identified and swift and effective action is taken.

To teach pupils to recognise how others feel and treat others how they would like to be treated.

### **What do children need to know about bullying?**

- What we mean by bullying
- That we will listen to them
- They have the right to space
- Strategies to help them to become assertive
- Role play in order to practise strategies
- A safe place
- Know of a person they can trust
- Know what acceptable behaviour is
- Why they are being bullied
- That they can say no
- That bullying is not tolerated or approved of by staff and children
- We care
- That they must not punish themselves
- Bullying is always a weakness

## **Signs of Bullying:**

Children may:

- Be frightened of walking to or from school
- Be unwilling to go to school and make continual excuses
- Beg to be driven to school
- Change their route to school every day
- Show noticeable deterioration in their school work
- Regularly have their clothes or books or school work torn or destroyed
- Become withdrawn
- Become easily upset
- Start stammering
- Develop stomach and headaches
- Cry themselves to sleep
- Begin wetting the bed
- Have nightmares and call out things like 'Leave me alone!'
- Have unexplained bruises, scratches or cuts
- Have their possessions go missing
- Ask for money or begin stealing (to pay the bully)
- Continually 'lose' their pocket money

## **A POSITIVE APPROACH TO PROMOTE "GOOD FRIENDS"**

Provide a good role model; show care, politeness, respect and honesty.

Teach and promote empathy.

Discuss supportive relationships.

Promote self-esteem, security, identity, belonging, purpose and competence.

Help children to develop positive strategies and assertiveness.

Refer to "caring"; raise awareness of how good it feels to care for others and how good it feels to be cared about.

Reward positive behaviour.

Explore feelings through role play and viewing bullying situations from both sides.

Allow children to hear what other people feel and experience (e.g., "circle time").

Discuss friendships - who are our friends and why do we choose them?

Encourage children to recognise their own qualities and help them identify good qualities in others.

Teach children to listen, and listen to them attentively.

Help children to be patient and to be reflective.

Encourage children to look after their own property and to respect property of others.

Help children to give and receive praise.

Teach children to be helpful.

Encourage peer support for all pupils.

Personal and Social Education Assemblies.

Timetable PATHS lessons.

Encourage pupils to seek support from adults in school.

Nurture groups

Anti-bullying week

Curriculum days

**ACTION AGAINST BULLYING** - Every adult at Queen's Hill Primary & Nursery School is responsible for the welfare of the pupils.

### **For the Adult**

Log the incident on the Anti-bullying log spread sheet saved on public under 'bullying'

Take bullying seriously and investigate the facts of any incident.

Support children who are being bullied.

Encourage bullies to change their behaviour through guidance and support.

Encourage children to "tell".

Break up groups of bullies.

Use positive peer pressure to encourage good, non-bullying behaviour.

Meet with bullies and victims individually.

Encourage co-operative working/play.

Take an active interest in children's playtimes and watch for signs of distress.

Promote a shared approach with parents/carers.

## **For the Child**

Tell yourself - "I don't deserve to be bullied".

Try to show that you are not upset.

Try being assertive - shout "go away" loudly, or walk quickly and confidently away.

Get your friends to support you positively.

Show that you and your friends disapprove.

Talk to an adult.

Show understanding and support to children who may be bullied.

Be careful about teasing or personal remarks.

Don't stand by and watch - tell an adult straight away.

Remember, we are all individuals and different and we should be allowed to be proud of it.

## **Guidance for parents**

Listen to your child.

Try not to overreact.

Show sympathy but try not to dwell on the situation.

Tell your child that bullying exists and it's not their fault.

Check all the facts - is it bullying or friendship problems, which may resolve naturally?

Talk about possible strategies for your child to use - try the websites listed at the end of the policy.

Encourage your child to tell a teacher.

If the situation is serious, contact the class teacher yourself.

## **PROCEDURES FOR DEALING WITH BULLYING**

Allow appropriate "cooling off" time for pupils involved.

Talk with the bullies and the bullied individually in confidence. It may then be appropriate to discuss behaviour together and obtain genuine apologies.

If appropriate, allow bullies to hear the feelings of the bullied child. Ask bullied/bullier what action they deem appropriate and whether it is fair.

**Ensure that all incidents of bullying and procedures to be followed are recorded in central log - spreadsheet on public drive.**

Inform parents in combating bullying.

In certain circumstances, sanctions will then be applied.

Depending on the seriousness and/or frequency of the unacceptable behaviour, parents may be encouraged to take an active part in "target setting" in order to promote acceptable behaviour.

Monitor the situation until the problem is resolved.

We will review the situation by contacting the parents to ensure that the victim is happy at school and by speaking to the child.

If the situation is not resolved, we will seek advice from the Schools' Support Team, after speaking to the parents involved.

## **SANCTIONS AVAILABLE**

Withdrawal from playtime (which may involve writing a letter of apology).

Withdrawal from representing the school.

Withdrawal from favoured activities.

Withdrawal of privileges.

Exclusion from peers.

Referral to senior staff.

Exclusion from school.

Pupils involved in incidents will be informed of sanctions carried out. Staff associated with such pupils will also be informed.

## **SOME CONCLUDING THOUGHTS**

It's OK to tell - 'don't suffer in silence'.

Bullying can be addressed effectively through whole school policy and planned interventions.

By promoting positive social behaviour through the teaching of specific skills, school staff, parents and pupils can work together to create a friendly caring school.

## **WEBSITES / RESOURCES**

We have an Anti-Bullying folder in the staff room which has some good resources used on Curriculum day during anti-bullying week.

**[www.dfes.gov.uk/bullying](http://www.dfes.gov.uk/bullying)**

Government site with information about the new pack for schools and many links to related sites.

**[www.bullying.co.uk](http://www.bullying.co.uk)**

**[www.kidscape.org.uk](http://www.kidscape.org.uk)**

Both good for general information, support and strategies

**[www.childline.org.uk](http://www.childline.org.uk)**

Has very useful information sections, particularly on racial harassment and bullying.

**[www.antibullying.net](http://www.antibullying.net)**

This site also has a useful section on racist bullying.

**[www.ncb.org.uk](http://www.ncb.org.uk)**

The website of the National Children's Bureau has information on bullying in the Forum on Children and Violence section.

**[www.nspcc.org.uk](http://www.nspcc.org.uk)**

The NSPCC site includes information on bullying as part of the Full Stop campaign.

**[www.thewhocarestrust.org.uk](http://www.thewhocarestrust.org.uk)**

This Who Cares Trust is a charity aimed at children in public care.