

Sibford Gower Endowed Primary School Anti-Bullying Policy

1. STATEMENT OF INTENT

1.1 We are committed to encouraging positive working relationships, by providing a caring, friendly and safe environment for all our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable in 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. All children are to be treated with dignity and respect whilst at school.

2. OBJECTIVES OF THIS POLICY

2.1 All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.

2.2 All governors, teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.

2.3 All pupils and parents should know what the school policy is on bullying, and what they should do if bullying occurs.

2.4 As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.

2.5 Bullying will not be tolerated.

3. WHAT IS BULLYING?

Definition

This is our school community's shared understanding of what bullying is.

When a person's or group of people's behaviour, over a period of time, leaves someone feeling one or more of the following:

- physically and/or mentally hurt or worried
- unsafe and/or frightened
- unable to do well and achieve
- "badly different", alone, unimportant and/or undervalued
- unable to see a happy and exciting future for yourself,

it **could** be bullying.

When a person, or group of people, has been made aware of the effects of their behaviour on another person and they continue to behave in the same manner, this **is** bullying.

If someone is made to feel like this, or if they think someone they knows feels like this, it should be investigated.

3.1 Bullying can be: -

- **Emotional**- being unfriendly, excluding, tormenting (e.g. hiding books, making threatening gestures)
- **Physical**- pushing, kicking, hitting, punching or any use of violence
- **Racist**- racial taunts, graffiti, gestures
- **Homophobic**- because of, or focusing on the issue of sexuality
- **Verbal**- name-calling, sarcasm, spreading rumours, teasing

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3.2 A bully is someone who sets out to do the following **OVER AND OVER AGAIN**: -

- be unkind
- name calling
- frighten or intimidate others
- hurt others
- upset others
- threaten others
- tease/taunt others
- spread rumours
- isolate children
- cause unhappiness

Bullying causes unhappiness. No one deserves to be a victim of bullying. Pupils who are bullying need to learn different ways of behaviour.

4. VALUES

4.1 In order to achieve this aim, the governing body and school staff are committed to providing an excellent education for all our children.

Specifically in the curriculum we aim to: -

4.1.1 Create a happy, caring and secure environment promoting an ethos which reflects the school's commitment to high achievement, good relationships and the equality of opportunity for all children.

4.2 We recognise that schools play a key role in shaping the values and attitudes of children and that we should take a lead in challenging gender stereotypes, as well as gender-based harassment and bullying. Schools also need to be at the forefront of promoting gender equality in terms of outcomes for pupils.

4.3 We aim to promote high standards of morals, values and behaviour & we encourage children to take responsibility for their actions, co-operate with and respect others as they would themselves.

4.4 We are proud of the rich diversity of our communities and it this diversity is at the heart of the policy. Our response to the individual needs of all our stakeholders is a vital part of personalised learning for all.

5. OUR AIM

5.1 Bullying will be investigated and dealt with quickly, sensitively, fairly and firmly. Everyone has the right to be treated with respect and go home happy. We will do the following things to ensure everyone goes home happy: -

5.1.1 **Children will:** -

- always share at work and play
- always say sorry when they hurt or upset anyone

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- tell an adult if they see anyone hurting or upsetting anyone else
- have the opportunity to inform a teacher through the 'Worry Box'

5.1.2 Staff will: -

- look out for children who hurt or upset others
- encourage children to share at work and play
- listen carefully to all children
- become involved in Peer Mediation if necessary
- use circle time to focus on bullying issues
- endeavour to stop any bullying quickly
- attempt to help the bully change his/her behaviour

5.1.3 Parents and Carers will: -

- encourage children to share at work and play
- support the school in promoting good behaviour
- inform the school immediately if they feel their child is being bullied
- support the school's actions based on the Anti-Bullying Policy

5.2 If a member of staff thinks a child is bullying this will be discussed with the child and all concerned. The headteacher must be informed. A monitoring sheet will be started by the child's class teacher and parents will be given support if necessary.

5.3 If anyone continues to bully, further action, including sanctions, will be taken.

Ultimately this may result in: -

- withdrawal of privileges such as after school activities
- a letter of apology being required
- spending an allocated period of time reflecting on their behaviour
- in serious cases, suspension or even exclusion will be considered

5.4 If a member of staff feels that they are being bullied, they should report it to their line manager or the Head Teacher. Bullying of staff will be dealt with in accordance with Oxfordshire County Council guidelines.

6. INFORMING PARENTS AND CARERS

6.1 The class teacher will talk to parents at any stage. All parents will be informed if further action (see above) is required.

7. OUTSIDE SCHOOL HOURS

7.1 We still want everyone to go home happy but cannot take responsibility for incidents which occur outside school. However, we are prepared to discuss any incidents and try to work out a solution. Incidents may include incidents on the school bus, in which case we may talk to parents, the bus company and / or the county school transport department. They may also include inappropriate mobile text messages/cyberbullying. In this instance, parents will be invited into school to discuss the problem and seek a solution.

8. SPECIAL EDUCATIONAL NEEDS

8.1 At Sibford Gower Primary, we believe that all children should be given

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opportunities to participate in, and have their achievements and experiences in PSHE anti-bullying lessons recognised and celebrated. It is the responsibility of the class teacher to provide appropriate access for any children with special educational needs.

9. EQUAL OPPORTUNITIES

9.1 At Sibford Gower Primary, we strive to ensure that the culture and ethos of the school is such that, whatever the heritage and origins of members of the school community, everyone is valued and we treat one another with respect. Pupils should be provided with the opportunity to experience, understand and celebrate diversity.

9.2 The school fully supports the above inclusion principles in our key policies, including our Equal Opportunities policy.

11. STAFF DEVELOPMENT

11.1 It is the responsibility of the Head teacher and PSHE Subject Co-ordinator to be aware of the training needs of individual members of staff where Anti-Bullying is concerned and where priorities and finances permit, suitable courses will be offered. It may be appropriate, at times, to use staff meetings or INSET days to develop teaching/whole school strategies to promote our anti-bullying stance.

Signs and Symptoms

A child may indicate by certain behaviours that s/he is being bullied.

Adults should be aware of these possible signs and they should investigate if a child:

- is frightened of walking to or from school
- doesn't want to go on the school bus
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins truanting
- 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
- begins to perform poorly in school work
- comes home with clothes torn or books damaged
- has possessions go "missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong

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- gives improbable excuses for any of the above

THESE SIGNS AND BEHAVIOURS COULD INDICATE OTHER PROBLEMS, BUT BULLYING SHOULD BE CONSIDERED A POSSIBILITY AND SHOULD BE INVESTIGATED.

Discriminatory Language

Discriminatory language not only undermines confidence and self-esteem of individuals, but reflects negative attitudes towards a wider sub-community or group, and in some cases is illegal. A culture where discriminatory language goes unchallenged is likely to be a culture where bullying is more prevalent.

Discriminatory language of any kind is not acceptable and will be challenged. Education about diversity will be delivered through the curriculum, displays and assemblies and tolerance will be modelled by all staff.

In particular we will not accept any derogatory language that is:

- Sexual or sexist
- Relating to special educational needs, disabilities or health conditions
- Gender based
- Homophobic
- Transphobic
- Racist
- Relating to religion
- Classist
- Relating to a person's home circumstances

Discriminatory language is sometimes be used without thinking and in some schools is ignored by teachers and school staff because either they feel it is difficult to know how to respond or they believe the language is used without any discriminatory intent. In this school we challenge all discriminatory language whenever it is used.

Education and information

Education and awareness-raising about diversity, discrimination and bullying is delivered through:

- The curriculum, where issues surrounding bullying and any ideas to make situations better can be discussed, for example exploring:
 - Diversity, tolerance and discrimination
 - Why do people bully each other?
 - What are the effects of bullying on the bullied, on bullies, and on bystanders?
 - What can we do to stop bullying?
- Assemblies where children will be informed of the school's zero-tolerance policy and the actions that will be taken to prevent bullying taking place.
- Making national anti-bullying week a high profile event each year;
- IT lessons covering e-safety and cyberbullying
- Adults model appropriate behaviour.