



## ANTI-BULLYING POLICY

At Longney Cof E Primary School we believe that all pupils have a right to learn in a supportive, caring and safe environment without the fear of being bullied. We promote good behaviour in line with our Living Values and Vision statement. We believe it is essential for children to learn how to show respect, kindness and forgiveness to each other. It is made clear that bullying is a form of anti-social behaviour and will not be tolerated. At Longney CE Primary, most children do not experience problems with bullying. This is evidenced in our latest Ofsted and by our Online Pupil Survey. (appendix 1)

### Statement of Intent

We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Respect for each other is a core value and therefore, bullying of any kind is unacceptable at 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.

### Aims of this Policy

- To promote a secure and happy environment free from threat, harassment and any type of bullying behaviour
- To take positive action to prevent bullying from occurring through a clear school policy on Personal and Social Development
- To show commitment to overcoming bullying by practising zero tolerance
- To inform pupils and parents of the school's expectations and to foster a productive partnership, which helps maintain a bully-free environment
- To make staff aware of their role in fostering the knowledge and attitudes, which will be required to achieve the above aims.

### What Is Bullying?

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

Bullying can be:

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|--------------|---|
| • Emotional  | being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures) |
| • Physical   | pushing, kicking, hitting, punching or any use of violence                        |
| • Racist     | racial taunts, graffiti, gestures   |
| • Sexual     | unwanted physical contact or sexually abusive comments                            |
| • Homophobic | because of, or focussing on the issue of sexuality                                |
| • Verbal     | name-calling, sarcasm, spreading rumours, teasing                                 |

- Cyber

All areas of internet ,such as email & internet chat room misuse

Mobile threats by text messaging & calls

Misuse of associated technology , i.e. camera & video facilities

### Recognising likely victims

Bullies pick on other vulnerable children, but it is difficult to judge in advance who might be seen as vulnerable. To adults, some victims can appear to be no different from other children. A caring school/class environment helps to create a secure, supportive ethos that may prevent bullying behaviour from developing.

There are great variations in children's sensitivity to particular circumstances. Time should always be given to investigate even the apparently minor incidents. The professional judgement of the teaching/support staff should ensure that a balanced, fair and consistent approach is adhered to.

### How to avoid bullying

A school where each child is listened to and has the opportunity to be understood by her/his peers helps to create a desire to be part of a community that cares. Sharing, discussing, feeling and understanding differences leads to compassion within the individual child that recognises bullying as unacceptable and wrong. The Head Teacher, teaching and support staff, governors and parents all have a role to play in the creation of this caring and supportive environment.

### Strategies for dealing with bullying

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the member of staff who has been approached will deal with the incident immediately
- Discussions at length with the victim. This will require patience and understanding. Remember – listen, believe, act
- Identify the child who has been accused of bullying.. Obtain witnesses if possible. Advise the Headteacher .
- Discussions with the bully. Confront them with all the details and ask them to tell the truth about the situation/incident. Make it clear that **bullying is not acceptable at Longney CE Primary School.**
- If they own up then follow the procedure outlined in the Discipline Policy
- If they do not own up, investigate further. Children usually own up if presented with all the facts
- Continue monitoring the situation by observing at playtimes/lunchtimes and having discussions with the victim to ensure no repetition
- In cases of serious bullying, the incidents will be recorded by staff
- In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem
- Every effort will be made to help children change their behaviour

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHE and Citizenship, assemblies, designated anti-bullying weeks and subject areas, as appropriate, in an attempt to eradicate such behaviour.

**Action by Classteacher /Headteacher /Governors**

- Initially, any incident will be dealt with by the class teacher talking to the children involved, followed by whole class discussion if necessary.
- In the event of a proven case of bullying behaviour not being resolved, the School Counsellor, Educational Psychologist (or other outside agencies) may be involved.
- Children may be brought together to resolve the problem.
- Depending on the exact circumstances of the incident, parents of both victim and bully may be informed and invited to discuss the matter.
- Governors will be informed of any serious incidents of bullying.

**Role of Parents**

Parents have an important part to play in our anti-bullying policy. We ask parents to:

- a) Look out for unusual behaviour in your children – for example, they may suddenly not wish to attend school, feel ill regularly, or not complete work to their usual standard
- b) Always take an active role in your child's education. Enquire how their day has gone, whom they have spent their time with etc
- c) If you feel your child may be a victim of bullying behaviour, inform school immediately. Your complaint will be taken seriously and appropriate action will follow
- d) If a child has bullied your child, please do not approach that child in the playground or involve an older child to deal with the bully. Please inform school immediately
- e) It is important that you advise your child not to fight back. It can make matters worse!
- f) Tell your child that it is not their fault that they are being bullied
- g) Reinforce the school's policy concerning bullying and make sure your child is not afraid to ask for help
- h) If you know your child is involved in bullying, please discuss the issues with them and inform school. The matter will be dealt with appropriately.

**Staff Responsibilities**

- a) To implement procedures to confront bullying in any form
- b) To listen to all parties involved in incidents
- c) To investigate as fully as possible
- d) To take appropriate action, or refer the matter to the Headteacher for further action
- e) To record and inform parents of bullying incidents
- f) To promote the use of a range of teaching and learning styles and strategies which challenge bullying
- g) To foster by example the values we as a school believe in
- h) To promote the use of interventions, which are least intrusive and most effective
- i) To actively take part in anti-bullying week and related activities.

**Monitoring, Evaluation and Review**

The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school and sent to parents, governors, staff and children for their comments. Any suggestions they have for this policy will be taken into consideration when the policy is reviewed.

## Resources

DfE file “Bullying – Don’t Suffer in Silence” – an anti-bullying pack online for schools containing useful reference material to support any investigation into suspected bullying)

Gloucester Diocese: ‘Valuing all God’s Children’

A variety of fiction material, e.g.

‘The Angels of Nitshill Road’ by Anne Fine  
‘The Marble Crusher’ by Michael  
Morpurgo  
‘Willy the Wimp’ by Anthony  
Browne.

This Anti-Bullying Policy should be read in conjunction with the Behaviour Policy, the ‘Equal Opportunities Policy’ and the Safeguarding Policy.

Ratified by Governors: September 2015      To be reviewed      October 2016

Headteacher: Penny Cartwright  
Chair of Governors: Andrew James