

## Greenside Primary School

### Anti-Bullying Policy

#### Introduction

We understand that bullying incidents take place within all schools and that there need to be clear guidelines to parents, pupils and staff about how to deal with such incidents.

This policy should be read in conjunction with the policies concerning behaviour management and dealing with racist incidents.

#### Aims

- To ensure that everyone understands what bullying is.
- To address all bullying incidents effectively.
- To address the issue as a whole school and be aware of the issues surrounding bullying.
- To encourage bullies to think about their behaviour and take responsibility for their actions.
- To enhance the self esteem of the victims of bullying.
- To give all children the strategies to communicate effectively without resorting to bullying.

The aims will be achieved through:

- Ensuring that all members of the school community are aware of the policy and fulfil their obligations to it
- Ensuring that issues concerning bullying and relationships within school are dealt with as part of the P.S.H.E. and Citizenship curriculum.

#### Inclusion

We are committed to providing effective learning opportunities for all pupils.

We are committed to the principle of equality of opportunity and this is reflected in the curriculum offered to pupils and the conduct of staff and pupils. Our anti bullying policy reflects this principle.

We are committed to the principles laid down in our race equality policy statement and will act according with reference to any bullying incident which concerns race.

#### Definition of Bullying

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves and which is aimed

at upsetting, overpowering or punishing them. It can take many forms and can be difficult to identify, but the three main types are:

1. Physical (e.g. aggressive or violent behaviour including hitting, kicking or theft)
2. Verbal (e.g. name calling, saying deliberately offensive things or making racist remarks)
3. Indirect (e.g. spreading rumours, excluding someone from social groups).

This behaviour can become bullying when it is deliberately repeated. Single incidences of verbal or physical attack, and behaviour that is hurtful but not intentional should also be taken seriously and dealt with accordingly.

### What are the Effects of Bullying?

Bullying can be harmful to the bully and the victim. Bullying can affect schoolwork and the behaviour of the victim.

The victim may also show signs of:

- Depression
- Poor concentration
- Producing poor work at school
- Behaviour difficulties
- Lacking friends
- Feeling bad about themselves
- Injuries they can't explain
- Refusing to come to school

**It is important that parents/carers come to see us if a child shows a number of these signs. It is especially important that you come to see us if your child is refusing to come to school.**

### What we do in School to Reduce Opportunities for Bullying

Bullying usually takes place when adults don't see what is happening so it is important that:

1. We listen carefully to children, parents and staff.
2. We watch behaviour of children carefully in and around school at all times.
3. We use a number of ways to tackle bullying.
4. We have high expectations of every child's achievement and behaviour.
5. We keep careful records of bullying incidents.
6. We give children responsibility and encourage them to be responsible
7. We encourage all children to behave by praising and rewarding good behaviour.
8. We teach children about bullying, its effects and the importance of working together

9. We watch carefully and record any incidents in the playground.
10. We always try to work closely with parents.
11. We model exemplary behaviour at all times.

All members of the school community are encouraged to follow our school rules:

1. We always listen and follow instructions.
2. We use a quiet voice inside.
3. We do not say things that hurt others, we treat everyone with respect
4. We look after our school and the things inside it.
5. We keep our hands, feet and objects to ourselves.

Our school accepts the responsibility to take steps to prevent any member of the school community from:

- Making unkind or offensive comments (including comments about people's appearance or ability/disability)
- Behaving in a racist, sexist or homophobic manner
- Using foul or unacceptable language
- Being rude, aggressive or behaving unacceptably
- Shouting
- Using physical aggression
- Damaging property.

Victims and witnesses of bullying should know that it is 'OK to tell' and that they will receive practical help if they so do.

Anyone who bullies should be made aware of the effect of their actions. It should be made clear to them that they are bullying, that their behaviour is unacceptable and that it will not be tolerated. It should also be recognised, however, that some bullies themselves need help and support and that the school has a responsibility to ensure that they receive it.

All incidents of bullying should be recorded and monitored. The record should include details about the nature of the incident, a note of the action taken and a list of people who were notified. This includes racial incidents (see Guidelines For Dealing With Racial Harassment).

Our school's procedure for responding to incidents of bullying is as follows:

- Opposition to such behaviour is made clear.
- The reasons for the objections to such behaviour are explained.
- Steps are taken to ensure that such behaviour is not repeated. This will include the use of sanctions in line with the school's behaviour policy.
- The parents of the offender are reminded of the school's policy not to tolerate such behaviour

- Children who have been bullied, and their parents, are supported. Children are given the opportunity to report after each session to a member of staff to update them on the situation.
- The nature and response to an incident is made known to the Headteacher and other members of staff.

### Staff

- School staff must act - and importantly be seen to act - firmly against bullying wherever and whenever it appears.
- Individual members of staff must be alert to signs of bullying and act promptly and firmly against it. Failure to respond to incidents may be interpreted as condoning the behaviour.

### Children

It is important that children should:

- Be involved in the development and reviewing of anti-bullying policies and practice
- Learn about what constitutes bullying and what to do about it
- Have opportunities to develop the skills to resist bullying and to deal with bullying
- Be aware that knowing about bullying by or to others and doing nothing is unacceptable.

### Parents

The parents' role is to help the school to deal with bullying. They should:

- Discourage their children from using bullying behaviour at school, at home or elsewhere
- Take an active interest in their children's school life, especially with regard to friendships, playtime and the journey to and from school
- Watch out for signs that their children are being bullied, or are bullying others
- Contact the school at the first sign if they are worried that their children are being bullied or are bullying others.

### Governors

The Governors' role is to ensure that the school has a policy, that the policy is operated by all staff and that it is effective. The governing body should:

- Review the school's bullying policy regularly
- Consult all interested parties in revising the policy as necessary
- Help to explain the policy to all interested parties
- Ask for information to enable it to monitor the implementation and evaluate the effectiveness of the policy.

### Review of the Policy

The policy will be reviewed annually.

REVIEWED: July 2023

NEXT REVIEW: July 2024