

## **ANTI-BULLYING POLICY**

### **Introduction**

This policy was developed through consultation with staff, children, parent and governor representatives. It supports the aims and procedures of the school behaviour policy and should be seen as part of the whole-school approach to behaviour.

It was first approved by the governing body in March 1996. It's next review will be in Autumn 2016.

A copy is on display in the entrance lobby and can be accessed on the school web site.

### **Purpose**

The purpose of this policy is to set out the aims of the school in relation to bullying behaviour and the strategies which we follow when it occurs.

Compton Primary School supports the guidelines issued by Hampshire County Council 'Anti-bullying guidelines for schools'.

### **Aims**

- To define bullying and help children towards an understanding of its effects.
- To ensure that children know that bullying is unacceptable.
- To respond to the needs of children who have been bullied and of those children responsible for the bullying.
- To reduce the likelihood of instances of bullying occurring.
- To show that we are a caring school.
- To ensure that everyone in school is treated and treats each other with compassion and respect at all times.
- To provide opportunities for pupils to express their worries and for them to be aware of the support available.
- For staff, parents, carers and pupils to feel confident that a consistent approach will be taken and that concerns will be always treated seriously and sensitively.

### **Definition**

Bullying is not a one-off, aggressive act. It is a deliberate act of unacceptable behaviour which is carried out repeatedly, intending to hurt either physically, psychologically, socially or verbally. It results in fear and unhappiness, isolation and the feeling of being powerless on the part of the victim.

We recognise that the main types of bullying are:-

- physical - hitting, kicking, taking belongings;
- verbal - name calling, making insulting remarks;
- indirect/emotional - spreading nasty stories, exclusion from social groups;
- cyber - all areas of the internet, such as email & social media applications, mobile threats by text messaging & calls, misuse of associated technology, i.e. camera & video facilities;

and that any of these can occur through prejudice and intolerance relating to race, religion, culture, sexuality, disability and special educational needs.

It is the school's view that all members of the school have a responsibility to ensure that bullying does not happen. Pupils or others in school who stand by and do not report it are complying with it.

## **Prevention of bullying**

We will seek to prevent bullying through:-

- A programme of Personal, Social, Health and Citizenship education, including the SEAL programme (Social and Emotional Aspects of Learning).
- Education during regular discussion and use of stories, for example in school and class assemblies, and during circle time.
- Regular reference to the school's key values of compassion, gratitude and honesty and adherence to the school's five Golden Rules.
- The implementation of our Spiritual and Moral Policy.
- The implementation of our School Behaviour Policy.
- The implementation of our Internet Use Policy
- Encouraging co-operative behaviour in group learning situations across the whole curriculum.
- Monitoring of playground by staff and Peer Mentors.
- Regular meetings between the HT/DHT and lunchtime supervisors to discuss issues and review strategies and procedures.

## **Identification of bullying**

We acknowledge that:

- bullying is more likely to occur on the playground than in class, although it can occur in class as well;
- some children are reluctant to report incidents of bullying to teachers and that they more often talk to parents about it.

At Compton Primary School we try to identify bullying by:

- Making time to listen to children.
- Encouraging parents to share their concerns with staff and headteacher.
- being aware of those children who might be at risk of being bullies and/or victims.
- Noticing changing behaviour patterns in children.
- Raising concerns about particular children through discussion at weekly staff meetings.
- Being observant in the playground.
- Regular liaison, feedback and training with support staff and those on any playtime duty.
- Keeping a 'worry box' in classes for anonymous reporting of concerns.

## **Response to incidents**

When an incident of bullying occurs it is important to remember that it is the behaviour that is unacceptable, not the child.

Our response would follow the pattern outlined below:-

- HT/DHT interviews with all those involved (victim, perpetrator(s), witnesses) either separately or in groups or both. These interviews would aim to establish exactly what had happened and when. They would also seek to ensure that all parties were fully aware of the consequences and effects of any bullying that had taken place.

- Discussion with parents of both parties.
- Agreement of actions in line with the school's Behaviour and Anti-Bullying policies.
- Application of sanctions in line with the School Behaviour Policy.
- Identifying the support available – eg support from an ELSA (Emotional Literacy Support Assistant.)
- Allowing time for the individual or group to work through any behaviour plans, monitoring carefully.
- Follow-up meetings with children as necessary, depending on behaviour and how it has been modified.
- Follow-up conversations and updates with parents/carers to monitor situation.

NB. Where the behaviour of a pupil seriously violates the school rules or where the continued presence of a pupil is a serious threat to the safety and well-being of others, it may be considered necessary to exclude that pupil. This may only be carried out in accordance with the principles and procedures set out in guidance from the Department for Education. Direct contact will be made with HCC's Inclusion Service for guidance on implementing the exclusion process.

A record of action taken and the outcomes is held by the headteacher.

## Parents

Where it is felt that bullying is taking place, it is essential that school and parents work in partnership towards solving the problem.

Compton Primary School offers parents guidance for dealing with bullying, including:

- Talk to your child about what bullying is, and what bullying isn't.
- Help him or her to develop strategies for dealing with confrontational or upsetting situations.
- Encourage your child to talk about an incident, but be patient as she or he may be distressed.
- Stay calm but show that you are supportive.
- Reassure your child that you are sympathetic and will do something about it.
- Try to help him or her to see the difficulty as a problem that can be solved.
- Ask your child if they can see ways of changing things.
- Talk to staff at your child's school about the bullying and work with them to improve the situation.
- Refer to websites such as ChildLine ([www.childline.org.uk](http://www.childline.org.uk)) and the NSPCC ([www.nspcc.org.uk](http://www.nspcc.org.uk)) for guidance and support.
- Help everyone to keep a sense of proportion in the situation.

Signed Headteacher:

Date:

Signed Chair of Governors:

Date: