



## Godley Community Primary School. Anti-Bullying Policy 2021

‘Delivering Excellence in a Happy and Nurturing Learning Environment’

Bullying is action taken by one or more children with the deliberate intention of hurting another child, either physically or emotionally.

Bullying is wrong and damages individual children. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable.

By embracing our core framework we aim, as a school, to produce a safe and secure environment where all can learn without anxiety. This is underpinned by our core values.

This policy aims to produce a consistent school response to any bullying incidents that may occur.

We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person’s responsibilities with regard to the eradication of bullying in our school

Respect	Value the unique gifts and abilities of others as well as ourselves.
Aspiration	Aim to achieve the best that we can.
Courage	Stand up for our beliefs and take responsible risks.
Responsibility	Make decisions and accept the consequence of our actions
Care and Support	Be caring, kind and supportive towards ourselves, others and our environment

### What is Bullying?

Bullying is the repetitive, intentional hurting of one person or a group by another person or group, where the relationship involves an imbalance of power. Bullying is wrong and damages individual children. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable.

Bullying can be:

- **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 focusing on the issue of sexuality
- **Verbal** Name-calling, sarcasm, spreading rumours, teasing
- **Cyber** All areas of internet, such as e-mail and internet chat room misuse
- Mobile threats by text messaging and calls. Misuse of associated technology i.e. camera and video facilities

## Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- Is frightened of walking to or from school
- Doesn't want to go on the school/public bus
- Begs to be driven to school
- Changes their usual routine
- Is suddenly unwilling to go to school (school phobic)
- Begins to truant
- 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/throughout the day
- Begins to do poorly in school work
- Comes home with clothes torn or books/personal items damaged
- Has possessions which are damaged or "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 (money/lunch has been stolen)
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or siblings
- Stops eating
- Is frightened to say what is wrong
- Is afraid to use the internet or mobile phone
- Is nervous and jumpy when a cyber message is received
- Wetting the bed/themselves
- Unexplained weight loss

## The role of Academy Improvement Committee

The AIC supports the Principal in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the Governing Body does not allow bullying to

take place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

The Governing Body monitors the incidents of bullying that occur, and reviews the effectiveness of the school policy regularly. The Governors require the Principal to keep accurate records of all incidents of bullying and to report to the Governors on request about the effectiveness of school anti-bullying strategies.

### **The role of the Principal**

It is the responsibility of the Principal to implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying. The Principal reports to the Governing Body about the effectiveness of the anti-bullying policy on request.

The Principal ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The Principal draws the attention of children to this fact at suitable moments. For example, if an incident occurs, the Principal may decide to use assembly as a forum in which to discuss with other children why this behaviour was wrong, and why a pupil is being punished. The Principal will also deliver an anti-bullying assembly to the school during Anti-bullying week to highlight the different forms of bullying and what to do if children feel that they are being bullied.

The Principal ensures that all staff receive sufficient training to be equipped to identify/deal with incidents of bullying.

The Principal sets the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

The Principal investigates any reports of suspected bullying and shares the outcome of any investigation with parents within one week.

### **The role of the Teacher**

It is the teacher's responsibility to teach the children about different types of bullying and the consequences the children will face if they are bullying.

Teachers in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place.

If teachers witness an act of bullying, they do all they can to support the child who is being bullied and to rectify the behaviour of the bully. If a child is being bullied over a period of time, then, after consultation with the Principal, the teacher informs the parents of all involved.

We keep an anti-bullying record in the Head's office where we record all incidents of bullying. If any adult witnesses an act of bullying, they should report it to the Principal who will record the event in the logbook.

If, as teachers, we become aware of any bullying taking place between members of a class, we deal with the issue immediately. This may involve counselling and support for the victim of the bullying, and sanctions for the child who has carried out the bullying. We spend time talking to the bully and the child who has been bullied. We explain why the action of the bully was wrong, and we endeavour to help the bully change their behaviour. If a child is repeatedly involved in bullying other children, we inform the Principal and the inclusion team. We then invite the child's parents into the school to discuss the situation. In more extreme cases, for example where these initial discussions have proven ineffective, the Principal may contact external support agencies such as the social services.

Teachers routinely attend training, which enables them to become equipped to deal with incidents of bullying and behaviour management.

Teachers attempt to support all children in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.

### **The role of Parents/carers**

Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately.

Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school.

Procedures for contacting parents of all pupils concerned in bullying

- a. Same day as reported
- b. Full investigation outlined
- c. Telephone conversation when requested to come and meet with Principal, depending on seriousness of incident.

Evaluation of policies effectiveness with school council

- d. Annually with staff
- e. Annually with Governors
- f. Reporting numbers of incidents and outcomes should show reduction.
- g. Copies of this policy can be found on the school website.