



INTRODUCTION

At Guilsborough CEVA Primary School, we believe that bullying can be defined as:

“An abuse of power by one or more people through repeated hurtful or aggressive behaviour with the intention to cause emotional or physical harm to a weaker person.”

This definition has been discussed and agreed in consultation with all of our stakeholders. We recognise that it is significantly different to other aggressive or negative behaviour, and that it can take various forms, including:

- **Physical**, eg. kicking, hitting or pushing
- **Verbal or psychological**, including taunts, name-calling, leaving someone out or spreading rumours
- **Cyber Bullying**, sending offensive or abusive text or internet messages
- **Damage to property or theft**, defacing or stealing property, including using physical threats to persuade a victim to hand over their property
- **Racist, faith-based or sexist**, whereby a child or adult is ridiculed or hurt because of their race, religion, gender or sexual orientation
- **Disability or ability bullying**, which includes negatively singling out a child or adult because of their special needs or due to their high ability or effort
- **Appearance, health or home conditions**, when a child or adult is hurt or intimidated because of how they look, whether they are ill or where they live

Bullying affects everyone, not just the bullies and the victims. It also affects those other children who watch, and less aggressive pupils can be drawn in by group pressure. Bullying is not an inevitable part of school life or a necessary part of growing up, and it rarely sorts itself out. It is clear that certain jokes, insults, intimidating/threatening behaviour, written abuse and violence are to be found in our society. No one person or group, whether staff or pupil, should have to accept this type of behaviour. Only when all issues of bullying are addressed, will a child best be able to benefit from the opportunities available at the school.



WHY IS AN ANTI-BULLYING POLICY NECESSARY?

At Guilsborough CEVA Primary School, we believe that our pupils and staff have the right to learn and work in a supportive, caring and safe environment without the fear of being bullied.

All institutions, both large and small, contain some numbers of individuals with the potential for bullying behaviour. If a school is well-disciplined and organised, it can minimise the occurrence of bullying. At Guilsborough Primary School we work hard to promote good citizenship and to instill Christian ethos, including working with the Social & Emotional Aspects of Learning (SEAL) materials, where it is made clear that bullying is a form of anti-social behaviour. It is **WRONG** and will not be tolerated.

It is important, therefore, that the school has a clear written policy to promote this belief, where both pupils and parents/guardians are fully aware that any bullying complaints will be dealt with firmly, fairly and promptly. It is recognized that the response given by the school may vary depending on the type of bullying, but will always have the best interests of the victim at its heart.

Guilsborough Primary School has signed up to the Bullying – Charter for Action, formed by the Anti-Bullying Alliance in conjunction with the DfE. Our Anti-Bullying Policy will be reviewed at least every two years, and parents, pupils and staff will be consulted, via stakeholder questionnaires, as to whether our policy is working.

We are committed to ensuring that all staff, including teachers, teaching assistants, support staff and lunchtime supervisors are actively involved in positively promoting our anti-bullying activities, and there will be regular whole-staff training and discussions to help safeguard our pupils from any bullying incidents.

DIRECT LINKS TO OTHER POLICIES

This Policy should be read in conjunction with the Safeguarding and Behaviour Policies, together with the school Code of Conduct and our Home/School Agreement.

RECORDING OF INCIDENTS

Any instances of bullying will be recorded by the School, they will be included in our Incident File, which is held in the headteacher's office. Should the incident not be quickly dealt with, then a separate log will be maintained. The headteacher is responsible for maintaining our recording system and analysing any apparent patterns.

Teaching staff will receive regular reviews of any bullying incidents, as appropriate, this will be during our regular staff meetings or, if necessary, an extraordinary meeting will be called as soon as possible. There will be an expectation that teaching staff will use the information sensibly and sensitively, discussing any concerns or issues with the headteacher, and following school procedures detailed in this policy.



Wherever possible, our policy is to involve parents or carers in the consultation, decision-making and review of incidents, for both the bully and their victim.

Should an adult working in Guilsborough Primary feel they are being bullied, it is vital that they discuss their concerns with a member of the senior management team.

ADVICE TO BE GIVEN TO A CHILD OR ADULT THAT MAY BE THE VICTIM OF BULLYING

Remember that your silence is the bully's greatest weapon!

- ❖ Tell yourself that you do not deserve to be bullied, and that it is WRONG!
- ❖ Be proud of who you are. It is good to be individual.
- ❖ Try not to show that you are upset. It is hard but a bully thrives on someone's fear. Stay with a group of friends/people. There is safety in numbers.
- ❖ Be assertive - shout "No!" Walk confidently away. Go straight to a teacher or member of staff.
- ❖ Fighting back may make things worse. Do not fight back, talk to a teacher or parent/guardian first.
- ❖ Generally, it is best to tell an adult you trust straight away. You will get immediate support. Teachers will take you seriously and will deal with bullies in a way which will end the bullying and will not make things worse for you.
- ❖ If you feel that you cannot tell an adult, leave a note in the Anti-Bullying Box, or tell a member of the School Council.

ADVICE IF YOU KNOW SOMEONE IS BEING BULLIED

- ❖ TAKE ACTION! Watching and doing nothing looks as if you are on the side of the bully. It makes the victim feel more unhappy and on their own.
- ❖ If you feel you cannot get involved, tell an adult IMMEDIATELY. Teachers have ways of dealing with the bully without getting you into trouble.
- ❖ Do not be, or pretend to be, friends with a bully.

ADVICE TO A PARENT

- ❖ Look 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 normal standard.
- ❖ Always take an active role in your child's education. Enquire how their day has gone, who they have spent their time with, how lunchtime was spent etc.
- ❖ If you feel your child may be a victim of bullying behaviour, inform the School IMMEDIATELY. Your complaint will be taken seriously and appropriate action will follow.
- ❖ It is important that you advise your child not to fight back. It can make matters worse!



- ❖ Tell your own son or daughter there is nothing wrong with him or her. It is not his or her fault that they are being bullied.
- ❖ Make sure your child is fully aware of the school policy concerning bullying, and that they should not be afraid to ask for help.

OUR COMMITMENT AS A SCHOOL

- ❖ Organise the school community in order to minimise opportunities for bullying, e.g. provide increased supervision at problem times.
- ❖ Use any opportunity to discuss aspects of bullying, and the appropriate way to behave towards each other, e.g. through the PSHE programme.
- ❖ Deal quickly, firmly and fairly with any complaints, involving parents where necessary.
- ❖ Review the School Policy and its degree of success.
- ❖ The School Staff will continue to have a firm but fair discipline structure. The rules should be few, simple and easy to understand.
- ❖ Not to use teaching materials or equipment which give a negative view of any group because of their ethnic origin, gender, etc.
- ❖ Encourage pupils to discuss how they get on with other people and to form positive attitudes towards other people. This includes a review of what friendship really is.
- ❖ Encourage pupils to treat everyone with respect.
- ❖ We will treat bullying as a serious offence and take every possible action to eradicate it from our School.

WHEN BULLYING IS SUSPECTED

If bullying is suspected we talk to the suspected victim, the suspected bully and any witnesses. Help, support and counselling will be given as appropriate to both the victims and the bullies. The following action will be taken:

We support the victims in the following ways:

- ❖ By offering them an immediate opportunity to talk about the experience with their class teacher, or another teacher if they choose.
- ❖ Informing the victim's parents/guardians.
- ❖ By offering continuing support when they feel they need it. Arrange for them to be escorted to and from the school premises.
- ❖ By taking one or more of the seven disciplinary steps described below to prevent more bullying.

We also discipline, yet try to help, the bullies in the following ways:

- ❖ By talking about what happened, to discover why they became involved, informing the bully's parents/guardians.
- ❖ By continuing to work with the bullies in order to get rid of prejudiced attitudes as far as possible.
- ❖ By taking one or more of the seven disciplinary steps described below to prevent more bullying.



DISCIPLINARY STEPS

- ❖ The bully(ies) will be warned officially to stop offending.
- ❖ Informing the bully's parents/guardians/carers.
- ❖ They may be excluded from the School premises at break and/or lunch times.
- ❖ We may arrange for them to be escorted to and from the School premises.
- ❖ If they do not stop bullying they will be excluded for a short fixed period (one or two days).
- ❖ If they then carry on they will be recommended for exclusion for a major fixed period (up to five days) or an indefinite period.
- ❖ If they will not end such behaviour, they will be recommended for permanent exclusion.

Guilsborough CEVA Primary School and its governing body are committed to the eradication of bullying in all its forms. Fortunately the incidences of bullying at this school are few. However, bullying is not tolerated and the children and parents are well aware of this.

We believe that every child has the right:

- ❖ not to have to fight
- ❖ not to be made fun of
- ❖ not to be scared generally
- ❖ not to be scared of children or staff
- ❖ not to be scared to come to school
- ❖ to feel safe
- ❖ to have friends of their own choice
- ❖ not to be subjected to any forms of violence
- ❖ to expect all people to be kind and considerate towards them

The Anti-Bullying Policy is based upon the principles stated above and in the discipline policy itself.

ACTION PLAN

Should a case of alleged bullying occur, the Headteacher or a member of the Senior Management Team will be informed immediately and a thorough investigation will take place. This will be to establish the facts and to decide if **actual bullying** has taken place. If not the incident will be dealt with according to our normal disciplinary code.

If what has happened proves to be **actual bullying**, the parents of the bully will be informed and asked to come into school to discuss the situation.

The Headteacher or a senior member of staff will make it clear to them that bullying will not be tolerated and that any further incidents could result in exclusion. The child in



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Anti-Bullying Policy

Reviewed and Adopted by:
Full Governing Body

Policy Adopted – 7th December 2016

question will then be carefully monitored for a period of time and a review meeting with his/her parents will be arranged at the end of it.

The subject of bullying is frequently discussed in the course of normal school activities but particularly in PSHE work, school assemblies and Religious Education. If a bullying incident affects a particular class of children, the class teacher will overtly ensure that some anti-bullying work is undertaken.

Evaluation and Review

Policy due for review	December 2018
Signed on behalf of the Governors	
Date ratified	7 th December 2016