



ANTI-BULLYING POLICY

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Aims

Albany Village Primary School is committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. 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. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available in school.

Objectives of this Policy

- All Governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is
- All Governors, teaching and non-teaching staff should know what the school policy is on bullying and should follow it when bullying is reported
- All pupils and parents should know what the school policy is on bullying and what they should do if bullying arises
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported
- Bullying will not be tolerated.

In our school we expect all staff to:

Be available – Break the code of secrecy. Make it known that they are ready to listen. Provide immediate support.

Listen to the child – Ask the bullied child who was involved and how he or she is feeling.

Record – Ensure the incident is recorded and that reports are collated and report to the Phase Leaders, Deputy Head Teacher or Head Teacher.

Respond – Ensure that your response is non-aggressive and provides models of positive behaviour. Identify pupils with long-term needs requiring a development programme.

Follow up - Review progress and evaluate policies and intervention.

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:

- 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

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 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
- begins to do poorly in school work
- comes home with clothes torn or books 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's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

Prevention

We will use various methods for helping children to prevent bullying. As and when appropriate. These may include:

- writing a set of school rules
- signing a behaviour contract
- writing stories or poems or drawing pictures about bullying
- reading stories about bullying or having them read to a class or assembly
- making up role-plays
- having discussions about bullying and why it matters
- Anti-bullying week and events throughout the year

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. In our school we do not tolerate bullying as we feel everybody has the right to be treated with respect.

Pupils who are bullying need to learn different ways of behaving. We have a responsibility to respond promptly and effectively to issues of bullying.

Principles of the Management of Incidents

At Albany Village Primary we aim to manage incidents by:

- providing a secure environment where incidents can be reported confidently
- supporting the pupil who has been bullied and make them feel safe
- showing all pupils that bullying is taken seriously
- all staff respond calmly and consistently to incidents of bullying
- protecting and supporting all parties while the issues are resolved
- encouraging the person who has done the bullying, and those who may have colluded, to behave in a more acceptable way
- maintaining interventions and follow-up appropriately at individual, group or whole school level.

Work with Children

We encourage the children to self help with bullying by involving the parties concerned to explore the underlying issues with an adult present in order that different view points can be appreciated and compromises made.

Procedures

1. Report bullying incidents to staff
2. In cases of serious bullying, the incidents will be recorded by staff
3. In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem
4. If necessary and appropriate, police will be consulted
5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
6. An attempt will be made to help the bully (bullies) change their behaviour

Outcomes

1. The bully (bullies) may be asked to genuinely apologise. Other consequences may take place.
2. In serious cases, suspension or even exclusion will be considered
3. If possible, the pupils will be reconciled
4. After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Working with Parents / Carers

In Albany Village Primary School we believe that it is essential to involve parents where bullying has taken place. The most effective emphasis in meetings with parents is on joint problem solving. Our aim is to minimise the likelihood of further bullying regardless of whether one is talking about the child who has bullied or the one who has been bullied.

Careful planning is necessary to retain the joint problem-solving focus in the face of such an emotive subject.

We will work with our parents / carers by:

- solving the problem together
- providing enough notice to attend meetings
- ensuring the meeting is informal but uninterrupted
- having relevant information available
- by providing opportunity for parents / carers to have their say and express their feelings about the situation
- ensuring the meeting is purposeful and ends on a positive note with specific actions.

Advice for Parents

The advice we offer to parents / carers if they feel their child is being bullied is to:

- encourage your child to talk about it, but be patient as she or he may be distressed
- stay calm but show that you are supportive
- avoid dwelling on sensitive issues
- reassure your child that you are sympathetic and will do something about it
- explain that it happens to most people at some time or another
- 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 Albany about bullying and work with them to improve the situation
- help him or her to develop coping strategies
- help everyone to keep a sense of proportion in the situation

HELP ORGANISATIONS:

Advisory Centre for Education (ACE) 0300 0115 142

Children's Legal Centre - *Education Law* Tel: 0300 330 5485

- *Family & Child Law* Tel: 0300 330 5480

Parentline Plus 0808 800 2222

Youth Access 020 8772 9900

Bullying Online www.bullying.co.uk

Kidscape www.kidscape.org.uk

Think U Know www.thinkuknow.co.uk