

# Thursfield Primary School



## Anti-Bullying Policy



Review Date: June 2019

## Bullying

Bullying is the repetition of unwanted behaviour towards a child over a period of time.

Surveys have shown that bullying happens in all schools and at all ages. We consider this unacceptable behaviour an important issue.

Bullying can be carried out by an individual or a group, in secret or in public. Bullying can be physical and verbal in nature and includes name calling, teasing, taunting, or sexual harassment, rude gestures, intimidation and extortion. A bully may use threats to intimidate. We are aware that cyber bullying (i.e. bullying via text message or through internet access) is on the increase and are taking steps to ensure that staff are fully aware of this.

Most bullies continue bullying because their victims are too frightened to tell anyone. We want children to tell someone - a friend, a teacher, a parent or other adults - so that interventions can take place. Please help us by encouraging your child to tell someone if he or she is being bullied and please contact us straight away so that we can deal with the issue as soon as possible. Similarly, if you suspect your child is developing bullying tendencies, we need to talk together.

### **This policy outlines the purpose, nature and management of Bullying in our school.**

The policy for Anti-bullying reflects the consensus of opinion of the whole teaching staff and has the full agreement of the Governing Body who believe that the empowerment of all children to cope, and the vigilance of all adults to monitor, will result in controlling bullying.

The implementation of this policy is the responsibility of all of the staff.

Within our school we define bullying as follows:

***"Bullying is the wilful, conscious desire to hurt, threaten or frighten someone else"***

For the children the definition of a bully is:

'A bully is someone who likes making others feel hurt or frightened or sad, and keeps on doing it. Sometimes a bully gets up a gang to help him or her, but not always. A bully might try to make you too scared to tell a grown up about what he or she does.'

N.B. "likes" is used here to convey that there is intention. A victim or a witness could use this definition of "bully".

Bullying takes many forms. It can be short-term or can continue over years. It can be physical, mental, and verbal. It can take the form of deliberate, purposeful, systematic action by an individual or group against another individual or group. It can be overt or subtle intimidation. It does not include occasional fighting or falling out between friends or equals.

For bullying to take place there has to be an interaction between a 'bully' and a 'victim'. In order for the bullying to stop we have to support both sets of children when addressing behaviour patterns. It must be remembered that "the bully" could have been potentially bullied themselves and so a vicious circle develops, i.e. bullying others could be a vent for a child's anger and frustration at being bullied themselves.

The power that the bully exerts over his/her victim is crucial to the bully's success but this is not always recognisable to the teacher.

Our policy on Anti-bullying is part of the school's policy on Behaviour and PSHE & Citizenship. The principles of the Positive Behaviour Policy and PSHE & Citizenship Policy apply to our Anti-Bullying Policy. The Social & Emotional Aspects of Learning curriculum (SEAL) is taught across the school and parents are kept well informed of the half-termly themes.

### **Entitlement:**

All members of the school community are entitled to work in a safe environment.

At Thursfield Primary School, we recognise that every child is an individual with all the needs and rights of the individual within school life. We believe that all pupils are entitled to be taught in a safe, secure and stimulating environment, enabling them to achieve their potential in all areas of the curriculum, both academically and socially.

Our Anti-bullying Policy seeks to ensure that all members of the school community achieve their maximum potential within a safe and supportive environment. Bullying is not acceptable in our school and out of our school, at any time.

### **Implementation:**

Our aim is to enable the child to transfer the skills learned in school to situations beyond school, such that they are able to keep themselves safe for life using these six points:

- ❖ Good self-esteem
- ❖ Shares joys and problems with others - peers and adults alike
- ❖ Feels safe and secure (in all areas of the school)
- ❖ Knows that to say NO is OK when uncomfortable or unhappy about the behaviour or suggestions of others
- ❖ Recognises inappropriate behaviour from others
- ❖ Knows what to do if they feel anxious or bullied

As a staff, we have agreed to use the SEAL resources to assist us in the development of social skills.

Enabling children to work and play in co-operation is encouraged in the classroom and the playground. In the classroom the teachers plan work that requires children to work co-operatively. In the playground by teaching playground games, providing adventure play equipment, zoned areas, seating (and a range of play materials at lunch time) the children are able to play co-operatively.

All areas of the school are regularly monitored for Health and Safety aspects. Staff monitor potential problem areas when children move around the school and grounds (e.g. cloakrooms at lunchtime by mid-day staff).

The organisation for leaving the playground is regularly reviewed to enable the safe movement of large numbers of children around the school.

We have sufficient mid-day supervision for the children, as suggested by Staffordshire County Council. Children are regularly taught about acceptable and safe play that will not endanger themselves or others.

Children are regularly reminded of issues relating to personal safety, as outlined in our policy and programme for P.S.H.E and citizenship, in Collective Worship, class discussion, visitors to school, circle time.

The children are involved in drawing up their own classroom rules of behaviour, which help them to recognise what is inappropriate.

When children feel that they have been treated badly, unkindly or unfairly they are taught that they must talk about it to an adult.

The teaching staff and support staff will always listen to a child and never ignore them.

Close relationships between Governors, Parents and the school are essential if our policy is to work. There has to be a high level of trust. It is our policy to relate any forms of inappropriate behaviour as soon as possible to parents in terms of the details of the incident and the actions taken; Governors are informed of any specific difficulties. In-service training is provided from the Inset Budget. The Governors support the provision of resources and materials to implement this policy.

### **Reporting Bullying:**

The staff, within the school, all follows the school's behaviour policy. The teacher or support staff on duty records playtime incidents regarded as worthy of note on an incident slip. The record simply consists of noting the names of the children involved in the incident, a short description of the incident and the actions taken. The Head teacher and Assistant Head teacher will monitor the incidents and ensure that relevant teachers are informed.

The purpose of this is to monitor situations to see if any children are persistently involved in inappropriate incidents.

### **Minor incidents are dealt with by:**

Following the school's behaviour policy

- ❖ Talking to and advising those children involved
- ❖ Time-out Informing the child's class teacher

Serious incidents are referred to the Head Teacher or Senior Management Team to be dealt with. This may result in a range of actions/sanctions:

- ❖ Discussion about the circumstances and nature of the incident
- ❖ Discussion with other adults who were involved at the time
- ❖ Discussion with class teacher
- ❖ Missed playtime and/or part of the playtime
- ❖ Devising personal behaviour contract
- ❖ Using positive reinforcement behaviour modification charts
- ❖ Class teacher informing parents (this should happen without fail if there is a suspicion of bullying)
- ❖ Head teacher or Assistant Head contacting parents
- ❖ Exclusion (as a last resort and only after appropriate support and intervention strategies have been applied, monitored and reviewed)

The aim is to emphasise the positive behaviour of all children and to support every child equally at Thursfield Primary School so bullying is not tolerated.

### **Cyber Bullying**

Definition: *“Cyber bullying is the use of Information and Communications Technology (ICT), particularly mobile phones and internet, deliberately to upset someone else”*  
[Cyber bullying: Guidance issued by the DCSF 2007]

Staffordshire County Council supports the view that cyber bullying represents a cruel, dangerous and inescapable form of bullying that causes humiliation, stress and trauma to its victims, and so believes that cyber bullying is not acceptable and will not be tolerated.

**Staffordshire County Council are committed to the view that  
cyber bullying is never acceptable and is not tolerated.**

Bullying is not acceptable on social networking sites. The school is proactive ensuring that the internet is not a tool for bullying and that children know what to do if they have a problem on the internet.

### **Sharing the Policy:**

The daily application of the principles within it constantly reinforces the messages. and staff, school council, parents and governing body were involved with the review of the policy.

### **Evaluation and Assessment**

All recommendations should be monitored regularly to establish the effectiveness of this policy.