



*Working together, with Jesus beside us, to achieve our full potential.*

GNOSALL ST LAWRENCE CE PRIMARY ACADEMY

and

GNOSALL ST LAWRENCE PRE-SCHOOL

## ANTI-BULLYING POLICY



*A Parents' and Carers' Guide to Anti-Bullying* accompanies this policy and is also posted on the website: [www.st-lawrence.staffs.sch.uk](http://www.st-lawrence.staffs.sch.uk)

The policy has been written and approved by the Local Governing Body of Gnosall St Lawrence CE Primary Academy and Pre-School under the delegated powers of the West Stafford Multi-Academy Trust. It has been written in accordance with the ethos, vision and values of Gnosall St Lawrence CE Primary Academy and Pre-School alongside the vision statement of the WSMAT.

Date: Spring 2017

Renewal Date: Spring 2018 *Policy to be reviewed annually.*

Head teacher: \_\_\_\_\_

Safeguarding Committee Chair: \_\_\_\_\_

Gnosall St Lawrence CE Primary Academy **Mission Statement** is:

*“ To provide the best quality of learning experience and environment for the children in its care, within our Christian Community, so that everyone can fulfil their potential. Staff acknowledge that this can only occur when children are safe and feel safe and free from being bullied. Staff are committed to developing the children’s potential to its full.”*

This Anti-Bullying Policy recognises the central importance of this Mission Statement and is an integral part of achieving it.

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## Definitions

It is important in our school community that everyone has a very clear understanding of what constitutes “bullying”. In that regard the following definition of bullying is used:

“Bullying is Behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally”.

*(Safe to Learn: embedding anti bullying work in schools (2007)*

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.

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils, staff 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.

**Bullying is the repeated use of aggression with the intention of hurting another person.**

**Bullying results in pain and distress to the victim.**

It is recognised that bullying can come in many forms. It can be:

|                   |   |
|-------------------|---|
| <i>Emotional</i>  | being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)   |
| <i>Physical</i>   | pushing, kicking, hitting, punching or any use of violence  |
| <i>Racist</i>     | racial taunts, graffiti, gestures   |
| <i>Sexual</i>     | unwanted physical contact or sexually abusive comments  |
| <i>Homophobic</i> | because of, or focusing on the issue of sexuality   |
| <i>Verbal</i>     | name-calling, sarcasm, spreading rumours, teasing   |
| <i>Cyber</i>      | All areas of internet such as email and internet chat room misuse, mobile threats by text messaging and calls, misuse of associated technology- camera and video facilities<br>(NB - a separate Anti Cyber Bullying Policy exists on the school website and in the Reception Office.) |

Bullying is:

- deliberate and hurtful behaviour
- persistent and sometimes over a long period of time
- such that it makes it difficult for the victim to defend themselves

## Why is it important to respond to Bullying?

Bullying hurts.

No one deserves to be a victim of bullying.

Everybody has the right to be treated with respect.

Pupils who are doing the bullying need to learn different ways of behaving.

Schools have a responsibility to respond promptly and effectively to issues of bullying.

## 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.

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"
- has possessions which do not belong to them
- asks for money or starts stealing money (perhaps to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money / lunch may have 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.

## Dealing with bullying

### Procedures

1. Report bullying incidents to staff. Incidents will be recorded in the class behaviour log. Report incident to the headteacher.
2. All staff will be alerted to the issue, including lunchtime supervisors.
3. In serious cases parents will be informed and will be asked to come in to a meeting to discuss the problem. All discussions and meetings will be recorded on an internal 'Record of Discussion' form. This will be kept in the child's personal file in the main office.
4. If necessary and appropriate, police will be consulted.
5. The bullying behaviour or threats of bullying will be investigated and the bullying stopped quickly.
6. Staff will work with the bully/bullies on ways to change their behaviour.
7. School may seek advice and help from outside agencies (e.g. behaviour support).

As adults we must make absolutely sure that children are given ample opportunity to report any instances of bullying and that they are encouraged to do so. They need to be regularly reminded of these opportunities and to be reassured that, by sharing their fears with a grown up, the situation will not be made worse, but can be resolved.

Adults in our school (teaching and non-teaching) will always be ready to listen if approached, but some children may need more anonymous ways of reporting their worries. Each teacher should address this in their own classroom, considering the age of their children. However all classrooms must have a worry box in their classroom to ensure that this is an effective way of children being able to communicate their worries, should it be the case that the child feels unable to speak directly with an adult. These worry boxes must be looked at by the class teacher at least once a week and followed up appropriately.

An awareness of bullying will be kept in sharp focus at all times through the school values, lessons, PSHE work and circle time. School will take part in 'National Anti Bullying Week' every autumn term.

Work on anti bullying can involve talks, stories art work, posters and booklets. Older children can be involved by co-operating with staff, spotting instances of bullying and reporting them. Group discussions used with children can act as a preventative measure discouraging them from bullying. We must ensure that there are no areas of school and no activities which encourage surreptitious bullying. Teachers will be alert and watchful, aware of the social relationships between their children. A new pupil, especially a child who looks or sounds different, can be a target and must be watched with care.

Instances of bullying must be handled with sensitivity and reported to the headteacher, who will interview both victim and bully. There are a range of sanctions that can be employed, as indicated in our behaviour policy, but serious bullying will involve parents. The headteacher maintains a record of incidents of bullying.

Parents are sometimes aware that their own children are being bullied both in and out of school, and we encourage them to come and report any instances so that they can be resolved.

## **Outcomes**

1. The bully (bullies) may be asked to apologise either verbally or in written form. Other consequences may take place
2. In serious cases, 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. This may include bullies working with members of the school council to ensure that their bullying behaviour is not repeated. This work is supported by the Headteacher.
5. Parents will be kept fully informed of the process

## **Prevention**

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

- revisiting the school values
- writing a set of school rules
- 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
- taking part in anti-bullying campaigns- eg National Anti-bullying week in November.
- E safety programme for pupils

Incidents of bullying will be reported to the governing body.