

## Barlow C of E Primary School

### Anti-Bullying Policy

#### Rational

This is an emotive subject that has had a great deal of press coverage and needs to be dealt with sensitively, fairly, with understanding and compassion but above all it should be taken seriously and dealt with immediately.

#### **What is Bullying?**

There are many definitions of bullying but most have three things in common:

- it is deliberately hurtful behaviour
- it is repeated often over a period of time
- it is difficult for those being bullied to defend themselves.

Bullying can take many forms but three main types are:

- physical - hitting, kicking, taking belongings
- verbal - name-calling, insulting, racist remarks
- indirect - spreading nasty stories about someone, excluding someone from social groups.

At Barlow School we will not tolerate bullying of any variety for when children are bullied, their lives are made miserable. They may suffer injury. They may be unhappy about coming to school. Over time, they are likely to lose self confidence and self esteem. Some may blame themselves for 'inviting' the bullying behaviour. The unhappiness of bullied pupils is likely to affect their concentration and learning.

Bullying affects everyone in the school community, the children, their families, all staff and governors.

Families can be powerful allies in resolving bullying situations. They are often the first to detect that a problem exists. Similarly the families of the 'bully' can do much to help resolve the situation, for very often the 'bully' has problems of his/her own.

We should be aware that there are a range of opinions on what is and what is not bullying. Sometimes personalities can clash and allegations of bullying may arise. Bullying can occur at any age and in both girls and boys. We should always investigate any complaint.

This policy should be read in conjunction with:

- Policy for Personal and Social Education
- Policy for Playtime Supervision
- Strategies for encouraging good behaviour
- Strategies for dealing with bad behaviour.

All staff need to respond to a bullying incident as soon as they are aware of it. They should talk to both parties and ask witnesses/friends from both sides, preferably away from an 'audience' (see Child Protection Policy).

All incidents should be reported to the appropriate class teacher/s.

When repeated incidents involving the same child/children occur then their parents should be notified and involved in any sanctions. We may send a monitoring book home for parents to fill in for about 2 weeks to then look at and discuss after this time. This may show a pattern or an increase or falling off of alleged incidents (this may be classed as a cooling off period).

The children should be encouraged to tell an adult or a friend if they are being bullied, conversely a child should never be asked "are you being bullied?" but should be asked if they have a problem and what the problem is.

We should be aware that some children are 'willing victims', in that, for some need for attention (often lack of confidence or self esteem), they will provoke another child (often one with a 'reputation') until that child retaliates.

**The 'willing victim' needs as much help as any bullied child.**

Looking at bullying is part of the PSHE and Citizenship programme that the children will be taught:

## **Not to suffer in silence.**

### **When you are being bullied:**

- be firm and clear - look them in the eye and tell them to stop
- get away from the situation as quickly as possible
- tell an adult what has happened straight away
- try to keep away from similar situations.

### **After you have been bullied:**

- tell a teacher or another adult in your school
- tell your family
- if you are scared to tell a teacher or an adult on your own, ask a friend to go with you
- keep on speaking until someone listens
- don't blame yourself for what has happened.

### **When you are talking about bullying with an adult, be clear about:**

- what has happened to you
- how often it has happened
- who was involved
- who saw what was happening
- where it happened
- what you have done about it already.

Younger children find it very difficult to verbalise what has happened, they may not be able to tell an adult the full situation apart from 'he/she hit me', or 'he/she is being nasty to me'. It will take careful 'non-leading' questioning to find out what has happened and careful observation of the child/children in the classroom and on the playground.

With older children they may become quiet and withdrawn, finding excuses for not going out to play or they may show uncharacteristic behaviour, such as sudden outbursts of temper, or crying for no reason. Some may develop 'stomach pains', or may 'not feel well'. These children could be asked to help with a job at playtimes (see Child Protection Policy) and after a while asked if there is a problem.

because 'you have noticed.....'

If this fails a known friend could be asked (discreetly) if----- has a problem.

**If bullying is suspected, it must be acted upon immediately and all staff should be informed.**

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