

Goddard Park

Community Primary School

An Integrated Academy and Children's Centre

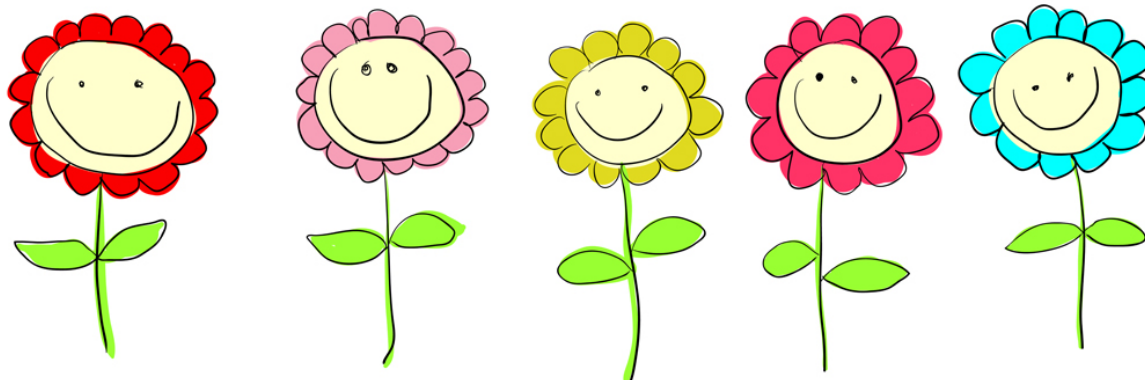
Headteacher: Mike Welsh

Everybody learns, everybody cares



Goddard Park **Anti-bullying Policy**

Anti-Bullying Co-ordinator: Carla Willis



Date Policy Adopted: May 2010

Reviewed: January 2017

Introduction

Goddard Park Primary School has always taken a strong stand against bullying. As a Community Primary School our behaviour approach is always clear, well respected, frequently reviewed and sits well with this Anti-bullying Policy. Some parents remember difficulties they themselves during their schooling.

We cannot control what happens when children are not in our care, but in school we do not in anyway tolerate bullying.

Statement of Intent

We are 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.

What Is Bullying?

Bullying occurs when an individual or group uses strength or power to hurt, either physically or emotionally, by intimidating or demeaning others. It is usually persistent and is often covert, and is a conscious attempt to hurt, threaten or frighten someone. It is the imbalance of power leaving the victim feeling defenceless. Children, young people and adults can instigate bullying. The nature of bullying is changing and evolving as technology develops. Bullying is harmful to all involved, not just the bullied, and can lead to self-doubt, lack of confidence, low self-esteem, depression, anxiety, self-harm and sometimes even suicide.

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

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 bullying need to learn different ways of behaving.

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

Objectives of this Policy

- To reduce frequency of bullying incidents.
- To increase likelihood that incidents are disclosed to responsible adults.
- To intervene effectively when bullying happens.
- 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 and parents should know what the school policy is on bullying, and what they should do if bullying arises.

Desired outcomes of this Policy

- An increase in positive, pro-social behaviour and attitudes.
- Improve attendance.
- Fulfilment of the five aims of the 'Every Child Matters' document.

Our Healthy Schools/PSHE&C Co-ordinator is: Miss Carla Willis

Our Governor with responsibility for Safeguarding Children (Child Protection) is: Reg Thoburn

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.

How do we deal with bullying in our school?

1. School Ethos
2. Staff Responsibilities
3. Curriculum
4. Incident Management and Reporting

School Ethos

It will be made clear that bullying in any form is unacceptable. It will be taken seriously and dealt with promptly.

Staff Responsibilities

- To implement procedures to confront bullying in any form
- To listen to all parties involved in incidents
- To investigate incidents promptly and as fully as possible
- To take appropriate action or to refer to Year Group Coordinator/SLT/Deputy Head/Head as appropriate
- To record in the appropriate students' files and in the racist/homophobia record if appropriate
- To share with parents of the victim and bully, incidents of persistent and/or serious bullying
- To promote the use of a range of learning styles and strategies which challenge bullying behaviour

- To promote open management styles which facilitate communication and consultation within the school and relevant outside agencies when appropriate
- To model the values we believe in
- To promote the use of interventions which are least intrusive and most effective.

Curriculum

Within the curriculum the school will raise awareness of the nature of bullying through inclusion in PSHCE, assemblies, the use of Jigsaw resources and in other subject areas. Each academic year we participate in National Anti-Bullying week in November by inviting visitors into school to run workshops and doing assemblies for both key stages. The whole school focuses on using the Jigsaw Anti-bullying unit during this week. Displays around the school will be a constant reminder to the children about the importance of identifying bullying and what they should do about it. The Anti-bullying Council, which contains members of every different year group, promotes the Anti-bullying message across the school.

Monitoring and Evaluation

The Healthy Schools and PSHCE curriculum team will be responsible for monitoring, reviewing and updating lessons and resources.

Policy Development and Review

This policy document was produced in consultation with the school community, school staff, Governors, Parents.

This document is freely available to the entire school community. It has also been made available on the school web site. A child friendly version of this policy was written by the Anti-Bullying Council in consultation with each class.

This policy will be reviewed on a yearly basis.

Links to other policies

This policy should be read in conjunction with the following; Child Protection Policy, PSHCE and Citizenship Policy, Equal Opportunities Policy, Behaviour Policy and Attendance Policy.

Dissemination, monitoring and evaluation

A copy of the policy is available on request from the school office all staff, parents and governors have been informed of this. All teaching staff have received a copy. It will be widely publicised, included in induction of new staff and supply teachers and monitored for effective use. It will be mentioned in the school prospectus, staff and governors' handbooks. The policy will be

mentioned at school parent's evenings and discussed with pupils. The policy will be reviewed annually.

Procedures

1. Report bullying incidents to staff
2. In cases of serious bullying, the incidents will be recorded by staff on the child's behaviour record on SIMS
3. In cases which members of staff deem appropriate, 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

See Pathways of Help for more detail.

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.

In the case of a child who repeatedly bullies others a meeting would take place with the child's parents. If necessary a member of SLT would also attend the meeting to support the class teacher. If appropriate the child would be put on an IEP or IBP. This would be discussed with the child's parents, SENCo and any other relevant members of staff.

Prevention

A variety of different activities occur throughout the school year to raise awareness of 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
- The use of playground buddies to peer responses to bullying and heighten awareness

- The use of Jigsaw resources by all year groups to promote self-esteem and develop positive behaviours and empathy
- Opportunities to promote and celebrate positive behaviours through school/class rewards

PATHWAYS OF HELP

