

Learning for Life. Excellence for All.

# **Keresley Grange Primary School**



## **Policy for Anti - Bullying**

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## **ANTI BULLYING POLICY**

### **Definition**

Bullying can be described as being 'a deliberate act done to cause distress solely in order to give a feeling of power, status or other gratification to the bully. It can range from ostracising, name-calling, teasing, threats and extortion, through to physical assault on persons and/or their property. It can be an unresolved single frightening incident which casts a shadow over a child's life, or a series of such incidents.'

At Keresley Grange Primary School staff, parents and children work together to create a happy, caring, learning environment. Bullying, either verbal, physical or indirect will not be tolerated. It is everyone's responsibility to aim to prevent occurrences of bullying and to deal with any incidents quickly and effectively. Research has shown time and time again that the extent of bullying in schools is greatly underestimated.

Governors approved this policy on ..... and is revised annually.

Bullying can be brought to the attention of staff either by the victim(s), their friend(s), their parent(s) or other interested people.

### **Strategy for dealing with bullying**

The following is a list of actions available to staff depending on the perceived seriousness of the situation. The emphasis is always on a caring, listening approach as bullies can often be victims too – that is why they bully.

The first and foremost lesson that should be learnt by all children the moment they enter school is that Bullying can be dealt with by telling someone of the difficulties they may be experiencing. This is reinforced every year through PHSCE lessons, the SEAL programme and in Assemblies led by the Senior Staff, with reminders later in the year when responding to particular situations worthy of note.

Actions available to staff:

- Discussions with the victim. This will require patience and understanding. Remember – Listen, believe, act
- Identify the bully/bullies. Obtain witnesses if possible. Advise the Headteacher
- Discussions with the bully. Confront them with the details and ask them to tell the truth about the situation/incident. Make it clear that bullying is not acceptable at Keresley Grange Primary School.
- If they own up then follow the procedure outlined below and in the Behaviour Policy

- If they do not own up, investigate further. If it is clear that they are lying, continue with the procedure. Children usually own up if presented with all the facts

- Separate discussions with parents of bully and victim

- Sanctions for the bully may include withdrawal from favoured activities, loss of playtimes, exclusion from school during lunchtimes, exclusion from school, depending on the perceived severity of the incident(s)

- Continue monitoring the situation by observing at playtimes/lunchtimes and having discussions with victim to ensure no repetition

- As the behaviour of the bully (hopefully) improves, then favoured activities etc can be reinstated, and the child should be praised for good behaviour. This will rebuild the child's self-esteem, which may have been damaged after being caught bullying, or could have been low anyway, hence the bullying

In order to identify incidents of bullying and the identities of bullies, at Keresley Grange we have agreed to carry out the following strategies:

- All staff watch for early signs of distress in pupils

- All staff listen, believe, act

- Posters in school advertising these measures and dissuading children from bullying

- The Childline telephone number to be available in school for children who need it.

All accusations, and reported incidents of Bullying reported to either staff, DRA's or the Head must be written down in the Behaviour Log in the Head's office. This identifies those involved; what happened; the pupils' versions (both sides); and the action subsequently taken.

Policy Revised: July 2010

Approved by Governors: July 2010

Next review: July 2011

Signed: Chair of Governors ..... Date: .....

Head Teacher ..... Date: .....