



### **PHILOSOPHY**

We believe that in a caring school respect for individuals and good relationships between all members of the school community are central to its well-being. Bullying will not be tolerated as it can cause serious long-term damage to the victim's health, educational attainment and outlook on life.

We define bullying as an attack or attacks resulting from a wilful, conscious desire to hurt, threaten, frighten or humiliate an individual or group of people. The attacks may be physical, social, psychological or verbal, and they can include harassment on grounds of race, gender or disability.

**AIM** The aim is to create a safe environment which promotes trust, confidence, justness and fairness by consistently

- ◆ recognising bullying
- ◆ preventing bullying
- ◆ dealing with bullying when it occurs

**ACTION PLAN** The following whole school approach will be encouraged:

- ◆ respect for individuals by valuing self and others
- ◆ building self-esteem and confidence
- ◆ providing a welcome and caring atmosphere
- ◆ building strong links with home
- ◆ fostering independence and giving responsibility
- ◆ encouraging the care of the building and the environment
- ◆ promoting the safety and the protection of children
- ◆ encouraging positive activity in the playground
- ◆ providing challenge and stimulation
- ◆ understanding and appreciating the school's code of behaviour
- ◆ giving the children opportunities to talk about bullying
- ◆ establishing procedures for investigating incidents
- ◆ ensuring that awareness of bullying is raised in the curriculum (PHSE)

**THE NATURE OF BULLYING** Bullying generally falls into one or a combination of the following categories:-

- (i) **Physical** - unprovoked assault on a person or group which can include:-
- prodding
  - hitting
  - punching
  - pinching
  - "roughing up"
  - unwanted touching
  - jostling
  - cornering



Bullies may also have a low self-esteem although they often appear confident. When young, they are sometimes quite popular and will draw a crowd of other children to follow them around. They like to get their own way and will respond to stressful situations impulsively by hitting out. Bullies will usually be:-

- ◆ energetic and hyperactive
- ◆ aggressive towards other children and adults
- ◆ prone to break the rules and indulge in anti-social behaviour
- ◆ positive about their own behaviour, with no shame or guilt and with little sympathy for victims
- ◆ able to communicate well and have an answer for everything
- ◆ adept at getting themselves “off the hook” and out of difficult situations

### **PROCEDURES FOR DEALING WITH BULLYING**

The following will be adopted:-

- ◆ Identify the severity of the incident. The children’s accounts will be listened to sympathetically and impartially. The adult involved must not make premature judgements but if s/he considers that there may be an incident of bullying, all the children involved will be referred to the class teacher or Headteacher.
- ◆ Incidents referred will be dealt with immediately in a calm atmosphere
- ◆ All involved will be given the opportunity to discuss the incident and all present will be expected to listen politely and attentively.

If appropriate, those involved may be spoken to separately. The teacher must ensure that she remains calm and that, whilst each child is led to acknowledge and accept a degree of responsibility for the incident, all involved feel supported. Parents will be informed, where appropriate.

Care must be taken during discussions to focus on the nature of the behaviour/attitude.

It is important that the apparent perpetrator is not led to perceive him/herself as being unacceptable, but rather it is the behaviour which is unacceptable. This is something that can be controlled and can therefore change.

Similarly, those children who appear to be victims must be supported and also encouraged to recognise that they too have a choice and that their attitude/behaviour is something over which they have control and which may also require change.

With teacher guidance and supervision, those concerned will be encouraged to resolve the situation amicably. All parties will be led to consider other people’s perceptions and feelings, and to explore the factors which have contributed to the situation and to consider alternative strategies which could be used.

Serious incidents must be recorded, including date, time, facts, observations etc.

Appropriate action will be taken according to the type of incident and in line with the school’s code of behaviour.

**Every** child has the right :-

- ◆ not to have a fight
- ◆ to expect people to be kind
- ◆ not to be made fun of
- ◆ not to be made sad
- ◆ not to be scared of the teacher
- ◆ to have friends
- ◆ not to be scared to come to school
- ◆ to be safe

This policy was first adopted by the Governing Body at their meeting in March 2013. To be reviewed every 2 years.

Date for next review March 2017

Signed .....  
Chair of Governors