



Three Bridges Primary School

Friendship & Anti-Bullying

Policy

Approval Date: January 2018

Review Date: June 2019

Headteacher: Mrs T. Emberson

**Co-Chairs of Governors: Mr D. Chapman &
Mrs E. Sharp**

A definition of bullying

Bullying is the **persistent**, wilful, conscious desire to hurt, threaten or frighten someone else through physical, verbal, emotional or psychological aggression. It is when a person, or group of people, has been made aware of the effects of their behaviour on another person, and they continue to behave in the same manner. It involves an imbalance of power. Individual staff need to be alert both inside and outside the classroom.

Bullying can take the following forms:

Physical: Pushing, kicking, hitting, pinching, spitting or any other use of violence, damage to property or theft.

Verbal: Name calling, sarcasm, spreading rumours, teasing, taunting.

Emotional: Excluding, tormenting (e.g. hiding books), being unfriendly, racial taunts, graffiti, gestures.

Sexual: Unwanted physical contact or personal abusive comments.

Cyber: The use of electronic communication to bully a person, typically by sending messages of an intimidating or threatening nature.

Objectives

All Staff, pupils and parents should have an understanding of what constitutes bullying behaviour. All incidents of bullying should be reported so that action may be taken.

All reported incidents will be:

- Recorded using the school's reporting system
- Taken seriously and dealt with sensitively
- Followed up with appropriate action and support

The school will continue to raise awareness about bullying and its consequences through discussion in the classroom, in assemblies and through regular anti bullying weeks.

Action

Children must realise that any form of bullying is unacceptable and that such behaviour will be dealt with appropriately by the staff. Children must be aware that it is the responsibility of everyone to report acts of bullying as soon as they arise. They need to be aware that this is not telling tales. Silence and secrecy nurture bullying. The school operates an open door policy where children, parents and school staff can discuss and report all issues relating to bullying.

How do we know if it is serious?

When a person is bullied she/he experiences pain, hurt and/or upset. If there is no harm then it cannot be called bullying even if the behaviour was not acceptable.

Adults need to recognise the extent of the torment felt by the victim and not dismiss name calling, exclusion or teasing as unimportant.

Care of duty and responsibilities of the school community

What members of the school community must do to prevent bullying:

Children

1. Treat each other with respect.
2. Do not bully others.
3. Learn about what bullying is.
4. Watch out for signs that someone is being bullied.
5. Help the whole school community put a stop to bullying at Three Bridges Primary School.

Victims

1. Tell someone if you think you have been bullied as soon as possible.
2. Make sure that you understand what bullying is.
3. Do not retaliate.
4. Help the whole school community put a stop to bullying at Three Bridges Primary School.

Bystanders

1. Do not get involved in the incident, for example, by encouraging the bully.
2. Tell someone, get help.
3. Help the whole school community put a stop to bullying at Three Bridges Primary School.

Members of staff

1. Deal with bullying.
2. When someone tells you that they or someone else has been bullied, complete a Bullying Record (See Appendix), arrange a follow up meeting (see Appendix) and send a copy of the records to Headteacher. If relevant, share the need to monitor the children involved with appropriate staff.
3. Make sure you speak to the parents, if it is felt that bullying has taken place.
4. If you are on playground duty, keep an eye on the children. Watch out for signs that someone is being bullied.
5. Help the whole school community put a stop to bullying at Three Bridges Primary School.

Governors

1. Keep up-to-date with what is going on in our school about bullying.
2. Check that the Headteacher is making sure bullying is being dealt with and is keeping a record of bullying incidents.
3. Help the whole school community put a stop to bullying at Three Bridges Primary School.

Parents

1. If you think your child is being bullied, you need to find out whether they have reported it. If not, please contact the school.
2. Encourage your child to tell you the whole story about what has happened.
3. Listen to your child and watch out for signs that he or she is being bullied.
4. Make sure you understand what bullying is.
5. If your child has been bullying others, work with the school to help your child stop bullying others.
6. Help the whole school community put a stop to bullying at Three Bridges Primary School.

Headteacher

1. Keep a file of all the Bullying Records in the school office (lower and upper site).
 2. Make sure all members of staff complete Bullying Records and give you a copy.
 3. Make sure that follow up meetings have been planned.
 4. Watch out for signs that someone is being bullied in the school community.
 5. Help the whole school community put a stop to bullying at Three Bridges Primary School.
- We agree that people who bully others may have problems too; they may need our help. People sometimes bully others because they feel sad about something. It can be their way of taking anger, guilt or sadness out on someone else.

Bully

1. Admit that you have been bullying another person.
2. Agree to get help.
3. Put the situation right as soon as possible.
4. Help the whole school community put a stop to bullying at Three Bridges Primary School.

How we are addressing bullying

We must be a listening school, children's complaints must be given credence and every effort made to sort out disputes. Incidents in the playground must be relayed to the class teacher, if they are more serious they must be sent to the Leaders of Learning, Deputy Headteacher or Headteacher. These incidents will be recorded, in this way both victims and bullies can be tracked.

Teachers model good behaviour and do not use their position of power to dominate the pupils. We avoid sarcastic comments, derogatory nicknames and dominating and humiliating behaviour.

Anti-bullying is an important aspect of our work in Personal, Social, Health and Citizenship Education (PSHCE).

Issues regarding bullying are often discussed in assemblies and in the classroom. Children need to feel safe that they can tell and that we will listen to them and try to intervene. Often a victim is encouraged by parents to change their behaviour in some way, they are asked to 'hit back', 'walk away' or 'pretend you don't care', and this can often make it worse. The children are made to feel that it is their own fault that this is happening to them and that it is their responsibility to stop it. **It is our responsibility and this must be made clear to children.**

Monitoring and evaluation

Senior members of staff have the responsibility to ensure that staff training is up to date. Anti-Bullying weeks will be planned throughout the school year, with ongoing follow up work as needed. A termly report will be made to the governing body, by the Headteacher, including statistics about:

1. The number of reported concerns
2. Monitoring information about the pupils involved
3. Motivations for bullying
4. Actions taken and outcomes

This policy will be reviewed annually.

Previous Anti-Bullying Policy Approved September 2016