

Fossoway Primary School Anti-bullying Policy

RATIONALE

At Fossoway Primary school we are committed to providing a warm, caring and safe environment for all our children, staff and parents so that they can learn and play in a safe and secure environment.

Bullying of any kind is unacceptable and will not be tolerated in our school. We take all incidents of bullying seriously. Everyone has the right to be treated with respect and pupils who are bullying others need to learn different ways of behaving.

AIMS AND OBJECTIVES

The aim of this policy is to try and prevent and deal with any behaviour deemed as bullying. All members of our school have a responsibility to recognise bullying when it occurs and take appropriate action in accordance with our school policy. This will happen in the following ways:

- A positive, caring ethos will be created within the school environment where everyone can work, play and express themselves, free from the fear of being bullied
- To take positive action to prevent bullying from occurring through work carried out in our Health and Wellbeing programmes, through drama activities, setting class rules, Bounce Back and during assemblies
- To work closely with both the victim of bullying and the perpetrator and their families if required to ensure bullying does not re-occur
- To inform pupils and parents of the schools' expectations and to foster a productive partnership, which helps maintain a bully-free environment.
- To make staff aware of their role in fostering the knowledge and attitudes which will be required to achieve the above aims.

WHAT IS BULLYING

At Fossoway Primary School we define bullying as any repeated, deliberate, hurtful, upsetting, frightening or threatening behaviour by an individual or a group towards other people. It is repeated over a period of time and it is very difficult for the victim or victims to defend themselves. Bullying can be:

- Emotional - being unfriendly, excluding, tormenting, ridicule, humiliation
- Verbal - name-calling, sarcasm, spreading rumours, threats, insults, teasing, making rude remarks, making fun of someone
- Physical - pushing, kicking, hitting, pinching, throwing stones, biting, spitting, punching or any other forms of violence, taking and hiding someone's things
- Racist - racial taunts, graffiti, gestures, making fun of culture or religion
- Cyber-bullying - which is defined as the use of ICT by an individual or group in a way that is intended to upset others. Examples include using social websites, mobile phones, text messaging, photographs, video and e-mail.

BULLYING IS NOT

It is important to understand that bullying is not the odd occasion of falling out with friends, name-calling, arguments or when the occasional trick or joke is played on someone.

Children sometimes fall out or say things because they are upset. When occasional problems of this kind arise it is not classed as bullying. It is an important part of children's development to learn to deal with friendship breakdowns, the odd name-calling or childish prank. We all have to learn to deal with these situations and develop social skills to repair relationships.

SIGNS AND SYMPTOMS

A child may indicate, by different signs or behaviours, that he or she is being bullied. These signs and behaviours could indicate other problems but bullying should be considered a possibility and taken seriously. Adults should be aware of these signs and investigate further if a child:

- Does not want to go to school
- Is frightened of walking to or from school
- Becomes unusually withdrawn, anxious or lacking in confidence
- Is upset or feels ill in the morning
- Begins to under perform in school work
- Comes home with damaged property that they can not fully explain
- Has possessions go 'missing'
- Continually loses dinner money
- Has unexplained cuts and bruises
- Stops eating
- Is bullying other children or siblings

WHAT CAN YOU DO IF YOU ARE BEING BULLIED?

Our Emotional Health Hub Group came up with the following advice for anyone being bullied:

- Try not to let the bully know that he / she is making you upset
- Tell someone you trust - a friend, staff member, a member of the Friendship Stop, a brother or sister or another family member. If you are scared ask someone to go with you when you tell
- Write it down and put it in your class worry box
- Try to ignore them
- Be assertive – stand up to the bully, look them directly in the eye, tell them to stop and mean it
- Stay in a group – bullies usually pick on individuals
- Get away as quickly as you can
- Don't blame yourself for what is happening

WHAT CAN YOU DO IF YOU SEE SOMEONE ELSE BEING BULLIED?

Bullying may affect other people, not just the bully or victim. It can also affect those other children who witness violence, and aggression and the distress of the victim. It can damage the ethos of the class and school. Less aggressive pupils can be drawn into the taunting of victims by peer pressure. Our Emotional Health Hub Group came up with the following ideas for bystanders:

- Don't smile or laugh at the situation
- Don't rush over and take on the bully yourself
- Don't join in
- If it is safe ask the bully to stop
- Let the bully know you do not like his or her behaviour
- Tell a member of staff
- Tell the Pupil Council
- Try and be friends with the person being bullied so they are not left alone and include them in your games or find someone else for them to play with
- Ask someone you trust what to do

BULLYING COMPLAINTS PROCEDURE

All staff will respond calmly and consistently to all allegations and incidents of bullying at Fossoway Primary School. They will be taken seriously by all staff and dealt with impartially and promptly. All those involved will have the opportunity to be heard. We will expect to work closely with the parents / carers of both the bully and the victim.

- Staff will listen to and speak to all children involved about the incident separately, including any witnesses
- In the event of the complaint being upheld the bully/bullies will be told to stop and relevant sanctions implemented
- Appropriate action will be taken quickly to end the bullying behaviour or threats of bullying
- The problem will be identified and possible solutions suggested
- Appropriate advice will be given to help the victim(s)
- Parents of both bullies and victims will be informed of the outcome
- All staff will be kept up to date with any bullying allegations and incidents
- If possible, the pupils will be reconciled
- Support will be given to help the bully or bullies understand and change their behaviour
- A record of all bullying will be kept
- After the incident has been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place

SANCTIONS WILL BE IN LINE WITH THE SCHOOL BEHAVIOUR POLICY

MONITORING AND EVALAUTION

This policy will be promoted and implemented throughout our school. To ensure this policy is effective, it will be regularly monitored and evaluated by staff, pupils and parents. Following the review any amendments will be made to the policy and everyone will be informed.