

Overton CE Primary School

Anti-Bullying Policy

Aim

At Overton CE Primary School we believe that each member of our school community has the right to work and learn in an environment which is friendly, cooperative, open and free from bullying and intimidation.

This policy has been compiled in consultation with both the pupils and the staff of the school.

Definition

We see bullying as being:

repetitive violence of a physical or psychological nature, conducted by an individual or a group and deliberately directed against individuals who feel powerless to change the situation .

The children of our school gave the following examples of what they regard as bullying behaviour:

tripping	pinching	stamping	strangling
laughing horribly	punching	biting	smacking
blaming someone else	scribbling on someone's work		
teasing	pushing	twisting arms or legs	
spinning you round	kicking	threats	pulling ears
bumping	ganging up		name calling
making fun behind their back	spitting	excluding someone from playing	talking
	Chinese burns		

The children agreed that it is only bullying if any of these things happen over and over again. They also acknowledged that you are not allowed to retaliate.

Strategies for the Prevention of Bullying

It is better to prevent a bullying situation from occurring than to need to react to one. There are several ways in which we can adapt our school to help prevent bullying from taking place.

It is the responsibility of every member of the school community to help reduce the incidence of bullying.

Staff (including teachers, administrators, LSA's, lunchtime supervisors, governors, etc.)

- By being vigilant in the classroom, around the school and in the playground.
- By incidents being followed up quickly and being dealt with appropriately.
- By behaviour management strategies being reviewed regularly.
- By staff modeling positive relationship skills with each other and with pupils.
- By promoting a sense of a caring community.

Pupils

- By having the confidence to tell.
- By passively rejecting bullying.
- By learning how to respond appropriately to bullies.

Parents

- By being clear about the school's approach.
- By encouraging cooperative behaviour at home.
- By having good communication with school.

See appendix 1 for ideas to use with children to help prevent bullying.

How To Respond To Bullying Behaviour

Please note: this next section will outline how to respond to persistent bullying.

For guidance on dealing with isolated, non-bullying behaviour refer to the school Behaviour Policy.

The First Step

When a potential bullying problem is first brought to your attention any response should:

- be IMMEDIATE
- give time to the victim
- avoid the use of humiliation, sarcasm, aggression or threat
- involve RECORDING (see below)
- involve the FAMILY at an early stage (of both the victim and any persistent bully)
- provide opportunities for pupils to discuss ways of resolving the problem.

Specific Strategies

For Pupils of any age

- Give the victim time to talk through their concerns.
- Inform the child that their problem is going to be dealt with.
- Advise the victim of some of the following strategies that they could try, as appropriate:
 1. avoid areas where they are alone with the bully if possible
 2. play with other friends on the playground
 3. tell an adult they trust of any bullying behaviour as soon as possible
 4. try ignoring the bully in the hope that they will go away

Record the incident on the report form and give a copy to the Headteacher (see appendix 2).

Tell the child that they will talk to them again later to see how they have been getting on (name a suitable period of time according to the age of the child, but not longer than about 3 days).

Punish the bullies in the normal way, as laid down in the Behaviour Policy.

Record any subsequent incidents. If the bullying does not naturally stop after a few days consult colleagues (including lunchtime supervisors) and request they are vigilant. Consult the Headteacher with a view to contacting the parents of both the victim and the bullies in order to inform them of the situation and to request their help.

Raise the issues within the class as part of their on going PHSE in group work and class discussions.

Strategies for Persistent Bullies

Despite embarking on all of the above strategies, some children may continue to bully, repeatedly picking on the same victims. In these cases the school may wish to consider some or all of the following strategies:

- parental involvement (if not already sought)
- change of class to split a gang
- setting up an individual behaviour plan
- intensive, professional, individual counselling.

Working With Parents

It is important to involve parents where bullying has taken place. Any meeting with the parents of either the bully or the victim should have a joint problem-solving focus, and needs to be carefully handled, liaising with the Headteacher and making a relevant note of the issues discussed.

Ensure that the meeting is informal but uninterrupted, that all the relevant information is available, that the parents have the opportunity to express their feelings and that the meeting ends on a positive note.

You may wish to pass on the following advice to the parents of a bullied child (taken from Hampshire's Anti-bullying Guidelines for Schools, 1995):

- encourage your child to talk about it, but be patient as she or he may be distressed
- stay calm but show that you are supportive
- avoid dwelling on sensitive issues
- reassure the child that you are sympathetic and will do something about it
- explain that it happens to most people at sometime or another
- try to help him or her to see the difficulty as a problem that can be solved
- ask the child if they can see ways of changing things
- talk to the staff at the school about the bullying and work with them to improve the situation
- help him or her to develop coping strategies
- help everyone to keep a sense of proportion in the situation

Maintaining and Using the Policy

It is important that the policy continues to be used not only when responding to reported bullying behaviour, but also to continue to reduce the incidence of bullying and to provide children and parents with confidence that the school is doing everything possible to promote acceptable behaviour.

With adults in the school

- The policy needs to be shared with all staff, including non-teaching staff when it is first developed.
- It must be freely available to view by staff and parents, as a source of guidance and ideas.

- ALL new staff must be made aware of and read the policy.
- The policy must be addressed and formally reviewed on a regular basis (see below).

With children in the school

The children need to be reminded how to respond to bullies and what to do if they suspect they know bullying is going on.

This can be achieved through assemblies, class work (including circle time, drama and other P.H.S.E), displays, poster competitions etc.

Monitoring Levels Of Bullying Within School

All reports of bullying behaviour must be recorded and a copy kept in the central 'Bullying' file.

It is the responsibility of the pupil's class teacher to record the incident and report it to the head teacher.

This needs to be done as soon as possible on the 'Bullying Incident Report Form' (see appendix 2)

In addition to this, regular surveys of pupil perception of bullying levels within the school would be useful.

This would be done using the pupil surveys (see appendices 4,5 & 6). It should be completed by a sample of the infant and junior children.

As a minimum it will need to be carried out annually, in the 2nd half of the autumn term, and the results collated.

Further Advice

The following publications contain valuable advice and are in school.

Anti-Bullying Guidelines For School produced by Hampshire County Council 1995

Bullying - Don't Suffer in Silence produced by the DEE (including video) 1994

In addition to these the Educational Psychology Service may be able to advise

Review Date

This policy should be formally reviewed every year.