



CULTS PRIMARY SCHOOL ANTI-BULLYING POLICY

Bullying is both behaviour and impact; it is behaviour that impacts on a person's capacity to feel in control of him or herself. It is the persistent, wilful, conscious desire on the part of an individual or individuals to hurt, threaten or frighten those less able to defend themselves. It is a form of verbal, physical or mental cruelty, which, unfortunately, can be found to some degree or another in every school at every stage from nursery through to secondary and online. It includes any form of physical assault, name calling, intimidation, harassment and extortion.

It is important to distinguish between this type of behaviour and the more common, day-to-day incidents, which arise when children fall out or do not get on with one another.

We recognise that we have a responsibility to create a safe, secure and happy environment for all our children and staff and to ensure that this is safeguarded at all times by a clearly defined, well implemented anti-bullying policy to which all staff, pupils and parents are committed.

Parents, children and staff should feel confident that bullying in any form will not be tolerated at Cults Primary School and that, should incidents occur in school, immediate, appropriate action will be taken.

Related school aims:

- We aim to provide a safe, welcoming and caring environment for all, in which each member of the school community can feel secure and valued.
- We aim to encourage in children a respect for self and others and a pride in achievement.

The overall aim is to prevent bullying altogether by:

1. Promoting a non-bullying culture which:
 - values each individual.
 - fosters feelings of self esteem and self worth and respect for others.
 - helps pupils to take responsibility for their own actions.
2. Maintaining the high standards of discipline set out in the school's behaviour management policy.
3. Raising awareness of all aspects of bullying throughout the school in a variety of ways.
4. Creating a supportive environment in which the child receiving and the child displaying bullying behaviour, and witnesses feel it is safe to speak out and know that the individual will be listened to.
5. Encouraging children to have respect for individuals and individuality and to recognise that no individual has the right to hurt or mistreat another person.

Aims into practice

School Staff Will

- Watch out for early signs of distress in pupils:
 - deterioration in work and concentration.
 - unexplained or improbable excuses for injuries.
 - erratic attendance and late arrivals.
 - a desire to remain with adults.
 - unusual passivity or aggression towards others.
 - fear of walking home.
 - low self esteem and poor relationships.
 - any uncharacteristic behaviour e.g. frequent complaints of minor illness.
- Be good role models by showing respect for each other, and for children as individuals, and always striving to be fair.
- Raise awareness of bullying issues through circle time, assemblies, TV/radio programmes, stories, role-play etc.
- Listen carefully to victims, bullies and witnesses to try to establish exactly what has happened.
- Respond calmly and sympathetically.
- Recognise that the child displaying bullying behaviour as well as the child receiving may need support.
- Share concerns with relevant colleagues
- Record all incidents causing concern

Promoted Staff Will

- Try to establish what has been happening.
- Make it clear to the child displaying bullying behaviour why his/her behaviour is unacceptable and that it must not be repeated.
- Inform the parents of both the child receiving and the child displaying bullying behaviour and agree an appropriate action.
- Reassure the child receiving that he/she will receive support should there be a recurrence.
- Record the date and nature of the incident and the action taken.
- Organise intervention as appropriate e.g. to build self-esteem and teach coping strategies, involving outside agencies e.g. educational psychologist if necessary.

Advice for Parents

Children who display bullying behaviour and children who receive this all need the support of their families.

Children can hide the fact that they are being bullied. Sometimes it is because they don't want to worry their parents or are worried about their parents' reaction. They can also be frightened of what the bullies may do if they tell.

There are some warning signs that parents can look out for which may be the result of bullying, e.g.

- Not wanting to go to school
- Frightened about walking to/from school
- Losing pocket/dinner money or belongings
- Refusing to tell you what is wrong
- Changes in behaviour, e.g. becoming withdrawn or aggressive

(There may of course be other reasons behind such incidents.)

If you think your child is being bullied, you may feel a range of emotions such as anger, anxiety or helplessness. You can help by:

- Talking calmly to your child and encouraging him/her to share their problems with you
- Letting your child talk about his/her feelings
- Reassuring them that they do not deserve to be bullied and that you will help them
- Letting the school know about the situation as soon as possible so that you, your child and the school can work together to resolve the problem.

If you believe your child is the bully, then you too may feel angry or helpless about the situation. You can help by:

- Talking to your child to find out what they think is happening
- Trying to show them how you feel about it and giving the clear message that bullying is wrong
- Contacting the school so both you and the school can help to get the message across of the extent of the upset caused to all concerned

Tips for Pupils

Bullying may make you feel unhappy, lonely or even that there is something wrong with you. It can happen to anyone and often there is no reason for it.

NO ONE DESERVES TO BE BULLIED!

If you are being bullied you can:

- Talk to someone you trust – your parents, a friend or a teacher
- Try to be brave and ignore the bully. This can be difficult.
- Tell the bully to stop
- Try not to let the bully see you are upset
- Stay with groups of people; try not to be on your own

If you see someone being bullied you should:

- Get help! Don't just stand and watch
- Let people know that you and your friends disapprove of that kind of behaviour
- Watch out for children who are being bullied and try to be a friend to them

Please don't be scared to tell someone if you are being bullied – there will always be someone to help you.

Posters are displayed throughout the school to remind children what to do:

Tell The Bully To Stop

Tell An Adult You Can Trust

Explain What Happened To You

***If The Bullying Doesn't Stop, Tell The Adult Again.....
And Again.....And Again***

All pupils will receive and have access to a child friendly leaflet about bullying. A guide for parents will be distributed too.

This policy will be implemented in conjunction with the behaviour management policy and regularly reviewed by staff and representatives from the pupils.