



Anti-Bullying Policy

The Individual

- Respect every child/young person's need for, and rights to, an environment where safety, security, praise, recognition and opportunity for taking responsibility are available.
- Respect every individual's feelings and views.
- Recognise that everyone is important and that our differences make each of us special.
- Show appreciation of others by acknowledging individual qualities, contributions and progress.
- Ensure safety by having rules and practices carefully explained and displayed for all to see.

Bullying

At Salisbury Primary School we define bullying as the repeated deliberate use of aggression (verbal and/or physical) by an individual or group, causing or with the intention of causing physical and/or emotional distress to another individual or group.

Our aim is to ensure that we provide an environment, free from bullying, in which all children feel safe and valued.

Bullying will not be accepted or condoned. All forms of bullying will be addressed.

Bullying can include:

- physical pushing, kicking, hitting, pinching etc
- name calling, sarcasm, spreading rumours, persistent teasing and emotional torment through ridicule, humiliation and the continual ignoring of individuals
- sectarian/racial taunts, graffiti, gestures
- sexual comments and/or suggestions
- unwanted physical contact.
- Cyber bullying (more information in the Child Protection policy)

Children from ethnic minorities, disabled children, young people who identify as LBGT (Lesbian, Bisexual, Gay and Transgender), or those with learning difficulties are more vulnerable to this form of abuse and may well be targeted.

Everybody has the responsibility to work together to stop bullying. Everyone should have a commitment to the early identification of bullying and prompt, collective action to deal with it.

Policy

Policy and practice should be agreed through consultation with the person who is responsible for the Safeguarding of children, staff/volunteers, parents/guardians and children/young people.

Policy and practice should be reviewed regularly in the light of changing needs and changes adopted by other agencies

Support to the child/young person

Children/young people should know who will listen to and support them. Any advice and assistance should be given by an experienced member of staff.

Children/young people should have access to Helpline numbers.

Children/young people should be told what is being recorded, in what context and why.

Systems should be established to open the door to children/young people wishing to talk about bullying or any other issue that affects them. Barriers to talking need to be broken down to enable children/young people to approach adults.

Anyone who reports an incident of bullying will be listened to carefully and be supported, whether it's the child/young person being bullied or the child/young person who is bullying.

Any reported incident of bullying will be investigated objectively and will involve listening carefully to all those involved.

Children/young people being bullied will be supported and assistance given to uphold their right to play and live in a safe environment which allows their healthy development.

Those who bully will be supported and encouraged to stop bullying.

Sanctions involving long periods of isolation, or which diminish and make individuals look or feel foolish in front of others, should be avoided.

Strategies

The following strategies will be used in school to raise awareness of bullying:

- ensure that at the beginning of each academic year there is a focus on Anti-Bullying during the first whole staff introductory meeting
- during Anti-Bullying week there is a focus on the issue e.g. curriculum work to be centred around the week's Anti-Bullying issue with classes giving a presentation at the end.
- Identify topics when work on the issue of bullying can be taught in class – links with the RE curriculum
- Use circle time in class to discuss the issue of bullying when appropriately e.g. in RE or PHSCE
- Use dance, drama, role play, stories, etc to ensure all children are fully included in the activity.
- Plan co-operative tasks in lessons e.g. talking partners, mixed ability working groups, etc.
- Provide INSET for all staff on the issue of bullying, resolving conflicts, listening skills, circle time techniques, developing children's self-esteem.
- Buy in resources about bullying e.g books, games, dance/drama workshops, etc
- Peer mediation
- Arrange parental workshops in relation to anti-bullying
- Encourage Parental Anti-Bullying Ambassadors

Procedures for dealing with bullying.

- If there is an incident of bullying then the Head Teacher should be informed immediately.
- Within one day the family support co-ordinator or phase leader will meet with the victim first to ascertain the situation.
- They will then meet with the perpetrators in an attempt to resolve the issue.
- The family support co-ordinator or phase leader will inform the class teacher.
- The class teacher will use circle time with the whole class to discuss issues of bullying without blaming anyone.

- If the situation is improving the support will be continued. The family support co-ordinator, phase leader or Head Teacher will meet with the parents/guardian of the child and together they will set targets for the child (usually a joint individual behaviour programme)
- The parents of a child who is being bullied will also meet the Head Teacher to discuss how the school is handling the situation.

Support to the parents/guardians

Parents/guardians should be advised on policies and procedures in relation to bullying. Any incident of bullying will be discussed with the child/young person's parents/guardians. Parental/guardian advice on action will be sought and agreements made as to what action should be taken.

Advice on coping with bullying should be given.

Support should be offered to parents/guardians including information on other agencies or support lines.

Useful Contacts

Childline- 0800 1111 www.childline.org.uk

NSPCC Helpline- 0808 800 5000

www.there4me.com (an online service for young people)

Kidscape- 020 7730 3300 www.kidscape.org.uk

Parentline Plus www.parentlineplus.org.uk

To be reviewed March 2018