



## St Levan Community Primary School

### ANTI-BULLYING POLICY

<b>Accepted by Governors</b>	March 2012
<b>Review Date</b>	February 2014

#### 1. Rationale

- a) Every child has the right to learn in a safe, secure and happy environment. Education is compulsory in our society and therefore it is the responsibility of **everyone** at St Levan CP School to ensure that it takes place in an atmosphere that is both caring and protective.
- b) It is the responsibility of all school staff to take the matter of bullying seriously and to play their part in identifying, preventing and dealing with incidents.

#### 2. What is Bullying?

Bullying can be defined as *'a repeated action that makes or contributes towards making someone feel miserable, insecure or threatened. It is the wilful conscious desire to hurt someone physically, verbally or psychologically.'*

**Bullying can be physical, verbal or emotional by a single person or a gang.**

**Incidents of bullying can include:**

- Name calling
- Malicious gossip
- Damaging or stealing property
- Coercion into acts they do not wish to do
- Violence and assault
- Pinching / kicking
- Jostling
- Teasing
- Intimidation
- Extortion
- Ostracising
- Damaging school work and equipment

Any child may be a victim or bully.

**Reasons for being a bully may be:**

- Victim of violence
- Enjoyment of power / creating fear
- Copying behaviour at home or on TV

It occurs in children from all backgrounds, cultures, races, sexes, from Nursery to Sixth Form or adult.

### **General Statements about Bullying**

Reference:

'Bullying: A Positive Response'	(Cardiff Institute of Education)
'Action Against Bullying'	(Scottish Council)
'Bullying: The Child's View'	
Government sponsored documents	

- Boys often bully younger children of both sexes
- Girls often use verbal abuse and ostracise from peer group – usually to other girls
- Some victims are also bullies
- Some victims are treated as culprits
- Onlookers are condoning bullying and becoming part of bullying

### **Early Signs of Distress**

- Withdrawn
- Deterioration of work
- Spurious illness
- Isolation
- Desire to remain with adults
- Erratic attendance
- General unhappiness / anxiety / fear
- Late arrivals
- Bed wetting

### **Recognise the Difference between bullying / bossiness and bullying / boisterous behaviour**

#### **Bullying**

Focussed on younger, smaller and timid children increasingly relying on threat and force.

Play spoiling other children's activities, showing violence and hostility.

Rough, intimidating behaviour.

Can include the involvement of more than one child.

Wilful conscious desire to hurt, threaten, ostracise and frighten.

#### **Bossiness**

Bossing whoever is around at the time.

Usually grows out of it as they mature and learn social skills.

#### **Boisterous Behaviour**

More natural, uncontrolled – not vindictive – not unfriendly.

### 3. The School's Response

1. Bullying generally takes place when adults are unlikely to witness the incident (e.g. at unsupervised times). This makes staff dependent on pupils, parents/ carers informing us of any incidents of bullying.
2. Staff on duty at break and lunch times should ensure that all accessible areas of the school are monitored effectively.
3. Staff will report isolated incidents to the class teacher and should there be a repetition, the matters should be reported to the Head Teacher.
4. Members of staff should watch for the early signs of distress in pupils (See above).
5. If approached by a victim of bullying, members of staff must listen carefully and indicate that the matter is being taken seriously.
6. Both the victim and the bully should realise that:
  - i. The school takes bullying seriously
  - ii. A record of the incident will be kept by the Headteacher
  - iii. Any sanctions imposed will be directed at the '**behaviour**' and not the pupil. The punishment and why it is being given will be clearly explained.
7. If the situation demands, parents will be made aware of what has happened and be told of the action being taken by the school. In the more serious cases, it will be necessary to discuss the incident and the matters raised with parents / carers in school. A record will be kept of that meeting.

Members of staff should deal with the bully firmly but not in a repressive or overbearing manner.

### Framework for Anti-Bullying Campaign

Prevention is better than cure so:

- We have in place a peer mediating system that can be used to defuse aggressive situations.
- Victim support sessions are run with children who are targeted in the playground – including self assertive techniques.
- The no blame approach to bullying is in place, and an anti-bullying culture is being created at our school.

### Informal Procedure

- Be aware and tackle any racist or sexist language i.e. Single Equality Policy
- Give support to both victim and bully. Victim needs self esteem and self value. Bully needs to work with others (co-operation rather than competition). Do not bully the bully – find out why they are bullying
- Reward non-aggressive behaviour in school
- Follow up, to support victim and prevent reoccurrence
- Make clear to parent unacceptability of bullying i.e. no 'hit him back' attitude
- Use peer group pressure, approbation and disapproval
- Help children to see other point of view "How would you feel if .....?"  
Make them aware of newcomers / loners or shy children
- In service training / discussion / staff conferences

- IBP's for bullies will be put in place

### **Messages for Parents**

Don't give permission for bullying by saying:

- You must have done something to deserve it
- Go and hit him back
- Don't be a wimp
- Boys will be boys
- It will sort itself out
- It is part of growing up
- Got to take it like a man
- Must learn to look after themselves
- Don't tell tales (if it proves to be a consistent complaint)

### **Formal Procedure for Concerns**

For all Staff both Part-time and Full-time

- All complaints to go to the Class teacher and Headteacher. These will be monitored.
- Record all incidents, concerns and discussions with all children involved.
- Involve parents and explain action taken, why and what they can do to reinforce and support. Send reports to parents.

Please also refer to our cyber bullying policy

**This policy will be reviewed every 2 years.**