



Anti-Bullying Policy

Review Period: Annually

Formally adopted by the Governing Body of:	Pulham Primary School
On:	02/05/2017
Chair of Governors:	Luci Waters
Signature:	
Head Teacher:	Simone Goddard
Signature:	
Date of last review:	02/05/2017
Date of next review:	May 2018

Aims and Objectives of Policy

- All school staff wish to create a safe and secure environment for the pupils in order to ensure that they learn within a happy, caring atmosphere where consistent and protective procedures are in place.
- For all members of the school to understand that bullying is not acceptable and will not be tolerated.
- Should a bullying incident occur then it will be dealt with following procedures set out in this policy. These will help to support our whole school aims.

Definition of Bullying

Bullying is:

- Any sort of physical or psychological intimidation by those who are perceived to be in a position of power over those who are unable to defend themselves.
- It implies a wilful, conscious desire to hurt, threaten or frighten someone, with the intention of causing distress.
- It is usually carried out for personal gain or gratification, often aimed at impressing others.

Types of Bullying

Physical	- pushing, kicking, hitting, pinching and other forms of violence or threats.
Verbal	- name-calling, sarcasm, spreading nasty rumours, cruel teasing, cyber bullying.
Emotional	- excluding, tormenting, ridiculing, humiliating, and threatening gestures.
Racist	- using racist taunts, gestures or graffiti

Victims of Bullying

Any child can be bullied and although **none** of these characteristics can excuse it, certain factors can make bullying more likely.

- Lacking close friends in school
- Being shy
- Coming from a very protective family environment
- Being from a different ethnic, religious or racial group from the majority
- Being different in some obvious respect from the majority
- Having Special Educational Needs
- Being a provocative victim by behaving inappropriately
- Possessing expensive accessories.

Bullies

Occasional bullies

Occasional bullies can be charming, but resort to bullying when it suits. Their bullying behaviour is not consistent and is often precipitated by a crisis or by the bully 'having a bad day'.

Chronic bullies

Chronic bullies go from incident to incident, school to school and may eventually end up being excluded from mainstream education. They attack weakness in others, giving themselves an illusion of power and accomplishment.

Identifying signs of bullying

Successful intervention is at the heart of an effective procedure. It is important that staff are vigilant and look for signs that children may:

- Be frightened of walking to and from school
- Be unwilling to go to school and make continual excuses
- Beg to be driven to school
- Change their route to school every day
- Show noticeable deterioration in their school work
- Regularly have clothes, books or school work torn or destroyed
- Become withdrawn or easily upset
- Start stammering
- Develop stomach aches and headaches
- Cry themselves to sleep
- Begin wetting the bed
- Have nightmares
- Have unexplained bruises, scratches and cuts
- Have their possessions go 'missing'
- Ask for money or begin stealing (to pay the bully)
- Continually lose their dinner money

Strategies in response to an incident of bullying

Key points that we consider when dealing with bullying

1. Never ignore suspected bullying
2. Don't make premature assumptions
3. Listen carefully to all accounts- several pupils saying the same does not necessarily mean they are telling the truth
4. Adopt a problem-solving approach which moves pupils on from justifying themselves
5. Follow-up repeatedly, checking bullying has not resumed.

Our Procedure

1.

- We will reassure the victim and offer help, advice and support to him/her
- We will talk to those directly involved; victim, bully and any others.
- We will take action as quickly as possible
- The bully will be encouraged to see the victim's point of view by bringing the parties together to discuss the incident, feelings and alternative outcomes
- The Head Teacher and parents will be informed and involved in future action
- We will consider the appropriate sanctions e.g. Withdrawal of privileges.

2.

- After an agreed set period we will review the situation by contacting parents to ensure the victim is happy at school and by speaking to the child
- We will keep a log of the perpetrator's positive and negative behaviour over that period.

3.

- Repeated incidents of bullying will be recorded through an 'Individual Behaviour Plan' that will be drawn up for the perpetrator and in some cases, for the victim as well. This will be carried in consultation with the parents and children

4.

- If this situation is not resolved then advice will be sought from the Schools' Support Team after speaking to the parents involved.

5.

- Where other strategies do not resolve the problem exclusion (temporary or permanent) may be justified in the most serious and persistent cases (see guidelines)

Bullying and the Curriculum

The curriculum can be used to:

- Raise awareness about bullying and the anti-bullying policy
- Increase understanding for victims and help build an anti-bullying ethos
- Teach pupils how constructively to manage their relationships with others

We do this through:

- PSHE and Circle Time
- Assemblies
- R.E.
- Stories within Literacy
- Role Play
- PATHS Programme

Special Educational Needs

Pupils with SEN/disabilities may not be able to articulate bullying experiences as well as other children. Care is taken to include SEN pupils in curriculum work about bullying in an appropriate way for their individual needs.

Involving Parents

If parents feel that their child is being bullied or is bullying others, they should inform the class teacher and/or Head Teacher. Appropriate action will be taken and the home with the school will work closely together.

When a case is referred to school, teachers will:

- Ask for details and record the information (Inform Head Teacher and other staff)
- Make a further appointment to explain actions and find out if it has stopped
- Follow up with staff to ensure that appropriate action has been taken and that the school's policy has been implemented.

Equal Opportunities

The school ensures the provision of Equal Opportunities (see Policy)

Policies to support Anti-bullying

- Positive Behaviour
- PSHE and Citizenship
- Racial Equality
- Positive Handling