



Greengates Primary Academy

Anti – Bullying Policy

RATIONALE

We EXPECT everyone to display kind and caring behaviours. Everyone in school has the right to a safe and happy learning environment to enable them to achieve their maximum potential. It is the responsibility of all pupils, staff, parents, governors and the community to prevent bullying from happening. If bullying happens, the victim must feel confident to activate the anti-bullying systems within school to end the bullying. It is our aim to challenge attitudes about bullying behaviour, increase understanding of bullying issues and help build an anti-bullying ethos in school. This policy and the procedures school uses provide a structured system for dealing with bullying.

DEFINITION OF BULLYING

Bullying:

1. Deliberately hurtful in the following forms
 - **Physical – pushing, kicking, hitting, pinching, any form of violence, threats.**
 - **Verbal – name calling, sarcasm, spreading rumours, persistent teasing.**
 - **Emotional – tormenting, threatening ridicule, humiliation, exclusion from groups or activities.**
 - **Racist – racial abuse, graffiti, gestures.**
 - **Sexual – unwanted physical contact, abusive comments.**
 - **Damage to property or theft - demanding possessions, money, deliberately damaging belongings.**
 - **Homophobic – taunts, graffiti, gestures relating to the sexual orientation of a person**
 - **Cyber – sending threatening or abusive text messages, emails or images. Writing abusive or negative things about people on line.**
2. Difficult for victims to defend themselves against
3. Repeated – often over a period of time
4. The school will work hard to ensure that all pupils know the difference between bullying and simply ‘falling out

AIMS

This policy aims:

- To prevent bullying from happening
- To provide a safe, secure and happy learning environment which is based on mutual respect
- To ensure that all pupils are aware of their rights and responsibilities and offer each other support and respect
- To challenge attitudes and increase understanding of bullying issues

OBJECTIVES

To prevent bullying from happening we will:

- Adopt a zero tolerance approach to bullying – ‘No Bullies Here’
- Use a clear system of reporting which all pupils know about and understand
- Follow a consistent set of procedures for investigating possible bullying incidents
- Follow consistent disciplinary procedures when dealing with the bullying issues
- Inform parents of any bullying incidents

- To provide a safe, secure, happy learning environment we will:
- Provide a positive school environment, including in the playground, so that bullying behaviour is minimised
- Encourage pupils to 'speak out', so that they are confident about how to report bullying
- To increase understanding of bullying issues we will:
- To involve pupils through SEAL (social emotional aspects of learning), SMSC (social moral spiritual cultural) and other lessons, assemblies, visitors and the school council
- To fully involve parents in the policy review e.g. providing anti-bullying workshops, questionnaires etc.
- To involve the staff and governors in the policy review in meetings

SIGNS OF BEING BULLIED

- Unwillingness to come to school.
- Withdrawn, isolated behaviour.
- Complaining about missing possessions.
- Refusal to talk about problems.
- Being easily distressed.
- Damaged or incomplete work.
- Regularly feeling ill.
- Work not completed to usual standard.
- Setting off for school particularly early or late.
- Tearfulness, depression.
- Change in pupil behaviour or confidence

WHAT TO DO AS A PUPIL

- Tell yourself that you do not deserve to be bullied and it is wrong.
- Try not to show that you are upset. It is hard but a bully thrives on someone's fear.
- Stay with a group of friends, there is safety in numbers.
- Be assertive – make it clear that you want the bullying to stop.
- Walk away and report the bullying to an adult or peer supporter straight away.
- Be proud of who you are and what you stand for.
- If you know that someone else is being bullied – take action – tell an adult.
- Be sure to speak to a member of staff.

WHAT TO DO AS A PARENT / CARER

- Be aware of signs of bullying in your child.
- Talk to your child about their school day.
- If you feel that your child may be a victim of bullying inform the Academy immediately.
- Reassure your child that there is nothing wrong with him or her and it is not his or her fault that they are being bullied.
- Make sure that your child is not afraid to ask for help at the Academy.

WHAT THE ACADEMY WILL DO

- Take all bullying problems seriously.
- Investigate incidents as thoroughly and promptly as possible.
- Ensure that bullies and victims, in the first instance, are interviewed separately.
- Wherever possible obtain information from witnesses.
- Keep records of reported incidents
- Encourage the bully and the bullied to agree a resolution.
- Impose appropriate sanction