



PUCKLECHURCH CE VC PRIMARY SCHOOL

ANTI BULLYING POLICY

This document written by	SLT
This document discussed and agreed by staff	8 th March 2017
This document discussed and agreed by governor team	15 th March 2017
Document ratified by FGB	22 nd March 2017
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RATIONALE:

We are committed to providing a caring, friendly and safe environment where all pupils can learn and participate in every aspect of school life. We value the self-esteem of every child. Everybody has the right to be treated with respect and bullying of any kind is unacceptable. Bullying can seriously affect a child's self-esteem and can affect their attitude and behaviour both in school and/or at home. The effects of bullying can be traumatic and extreme and must not be under-estimated; it can create intense feelings of distress, loneliness, hurt and despair.

**This policy relates specifically to the school values of
Trust, Respect, Compassion, Creativity and Integrity.**

PURPOSE:

If children are to understand that bullying is wrong and to have the confidence to say no to bullying, they need to be able to empathise, or 'stand in the shoes' of others. They need to be able to form good relationships and understand how to deal with conflict. They should understand that they have rights, but also that they have responsibilities.

If bullying does occur, all pupils should be able to tell an adult. We will respond promptly and effectively to any reported issues of bullying, listening carefully to what the pupil is sharing with us. We are committed to communicating openly with and involving parents/carers, whenever bullying has been reported to us. Pupils who bully must take responsibility for their actions and need to learn different ways of behaving.



What is Bullying?

- Bullying is the deliberate and repeated physical, verbal or emotional abuse of an individual or individuals by another individual or group (this bullying can be through electronic mediums too for verbal or emotional abuse).
- Bullying can include intimidation, threats, extortion, spitefulness, name calling, intentional exclusion and violent acts.
- What may not be bullying to one person may deeply distress another.

Therefore we recognise bullying can take many forms e.g:

- Cyber: Email & internet chat room misuse, threats or comments through social media, by text messaging &/or calls
- Disablist: Focussing on a disability or impairment
- Emotional: Unfriendly, excluding, tormenting or threatening. 'Ganging up' or even 'blackmailing'
- Homophobic: Focussing on sexuality including gay and lesbian relationships
- Transgender any taunts or negative comments related to this
- Physical: Pushing, kicking, hitting, punching or any use of violence
- Racist: Racial taunts, graffiti, gestures
- Verbal: Name-calling, sarcasm, spreading rumours, teasing.

Staff Charter

- Staff will promote opportunities for children to talk about what anti-bullying means and any bullying incidents that they know of or have experienced.
- Staff will listen to all children when they are ready to talk about bullying.
- Staff will be sensitive to a child's need for privacy and respect.
- Staff will seek to ensure that the situation is monitored carefully and brought to a successful resolution using the "Safe to Tell" approach where deemed appropriate.

Pupil Charter

All children should recognise that our beliefs and values mean everyone has the right to:

- be physically and emotionally safe.
- freedom from name calling.
- be included in play and learning activities.
- know that their personal possessions are safe and will not be taken or damaged in school.



Parent/Carer Commitment (other key partnership principles also contained within our Home/School Agreement)

- We encourage parents/carers to report any concerns they have to the classteacher in the first instance. Where this is unresolved or needs further investigation then it should be brought to the Headteacher's attention. *(Please do this as soon as you become aware of an incident, or as close to the time when the incident happened, as this makes it much easier to investigate).*
- We would ask parents/carers to allow the school enough time to investigate reported incidents fully and implement our 'safe to tell' procedure, where necessary.
- We ask parents/carers to be clear with us about what they would like to happen or what would be different for their child, having reported an incident or concern.
- We ask parents/carers to support the school in implementing our policy and agreed procedures, and helping their child to understand what has been done and why, so that the learning is maximised, for all involved.

Maintaining the Policy

- The issue of bullying will be given a high priority and national anti-bullying week will be used to raise awareness, across the school, on an annual basis.
- Teachers will include aspects of the bullying policy within their class curriculum (i.e. through circle time discussions, RE and PSHE/jigsaw etc.
- Children and parents/carers will be supported and educated about 'e safety' issues and bullying that can take place through this medium.
- Children who feel they have been bullied will be able to seek help from their peers and staff through our 'safe to tell' process which is detailed in the appendix and is carefully mediated and monitored by staff.
- The bullying policy will be reviewed regularly, and where appropriate, altered in line with current thinking and changes in practice.
- A survey of bullying incidents and children's perceptions of these will also be carried out annually and will be followed up by the staff member in charge of monitoring bullying.
- Any incidents involving racist, disablist, homophobic or transgender negative attitudes or behaviours, will be reported to the Ethos Committee of the Governing Body of the Academy.

Signed by:

Date:

Headteacher	
Chair of Governors	

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The world is
more fun
because
we're all
different!

You are a
bright
sunshine.
Don't let
bullies put
you down

Pucklechurch
Anti-
Bullying
Policy
for Children

Teamwork!
Include
everyone and
know that
everyone has
value!

I like being
unique because
it means
there's no one
else exactly
like me.

What is Bullying?

Bullying is when someone is being nasty to you lots of times on purpose. They might make you feel like you do not want to come to school. It might make you feel worthless or sad.

Bullying is when people are mean lots of times. When you say stop, they don't.

Physical Bullying:

Any contact that is harmful or unwanted

This includes:

- Hitting
- Smacking
- Kicking
- Punching
- Biting



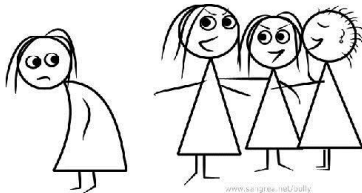
Verbal Bullying:

- Name calling
- Threats
- Rude remarks
- Insulting someone or singling them out because of their skin colour, religion, background, the way they look or behave



Indirect Bullying:

- Spreading nasty stories
- Gossiping
- Leaving someone out
- Stopping someone from having a happy time



Cyber Bullying:

- Sending nasty texts
- Putting mean things on social media
- Making nasty phone calls
- Using online gaming to be mean





What should I do if I am being bullied, or if I know someone is being bullied?

It is very important to **TELL SOMEONE**. This could be:

- Your teacher
- A teaching assistant or Lunchbreak Supervisor
- The adult who looks after you at home
- Mrs Smith, the Family Link Worker
- Mr Orton, who is in charge of Child Protection
- Mr Forrester, The Head of the School

People might bully because they're sad or lonely and want to hide their feelings.

**You will ALWAYS be listened to, so don't be scared.
If your friend is being bullied, don't join in - get help instead.**

What Happens Next?

If you are a bully...

- Your parent/carerer will be contacted.
- The parents/carers of the person you are bullying will be contacted.
- The school will help you to change your behaviour.
- You will be invited to be part of a support group for the person you were bullying.
- If there is no improvement, the school will use the Serious Behaviour Guidelines. This means you will receive a punishment. Your bullying behaviour will be recorded on your school record and your parent/carerer will be asked to come into school.
- If there is still no improvement in your behaviour, Mr Forrester can exclude you from school. This means you will not be allowed to come to school for an amount of time. This is very serious.

Always tell an adult that you trust because they are there to listen and help you.



If you have been bullied..

- Your teacher will meet with the adult who looks after you to talk about the situation. You can be a part of this conversation if you want.
- The school will identify specific actions to support you and agree this with you. This may mean further work with a school adult such as Mrs Smith or Mr Orton. They will ask you about the kind of things that have been happening to you.
- We may identify specific children to help you find ways to overcome what has happened to you.
- The support group will meet weekly to find out how things are going. You will get a chance to talk about your feelings.
- The adult will keep a regular check on how things are going for you, either through short meetings or by quick check-ins. You can use thumbs up or thumbs down as a quick signal to show how things are going.
- The adult in school will stay in touch with adults at home to make sure everyone is aware of how things are going for you.

Don't plot revenge, it will only get worse.

How do we prevent bullying at Pucklechurch Primary School?

- We talk about bullying in class
- We speak about bullying in assemblies
- We discuss bullying through our Diversity Team
- We join in with Anti-Bullying activities
- Information about bullying is displayed around the school
- Adults praise and reward good behaviour through a discussion and recognition of our School Values
- We take part in a survey so the teachers know about bullying in school