

# Garden Suburb Junior School

## Anti-bullying Policy

### Rationale

It is our aim to create a mutually caring relationship between all members of the school community. It is the responsibility of all members of this community to eradicate bullying by developing structures and following procedures to prevent and deal with bullying incidents.

### Purpose

- To define bullying
- To recognise forms of bullying
- To prevent bullying
- To deal with bullying promptly and appropriately when it is reported.

### Guidelines

#### What is bullying?

At Garden Suburb Junior School we believe that bullying can be emotional, physical, verbal or a combination of all three.

Bullying is an oppressive, systematic, organised and continuous act.

Bullying is a term that is sometimes misapplied to one off incidents. This devalues the act of bullying, which can be an altogether more traumatic experience for the victim.

Bullying can be a one off act for the victim but a repeated behaviour pattern for an individual.

We recognise that children, who bully or who are victims of bullying, may need emotional support and this is always taken into consideration when investigating incidents.

#### Examples

Bullying is a term that covers a wide range of hurtful behaviour.

**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 taunts, graffiti, gestures.

**Sexual:** unwanted physical contact, abusive comments, use of sexist and homophobic language.

**Technology:** hurtful behaviour through messages and /or social networking sites

#### Severity of Bullying

Bullying ranges from the above mentioned inappropriate behaviour to vicious assaults. The severity of the bullying along the continuum should be gauged by the distress/damage caused to the victim.

### **The Frequency of bullying**

There is no definitive time scale for bullying.

Bullying can take place several times a week or day. It can go on for months or years.

It does not take long to damage the victim or corrupt other children who witness it.

### **Recognising Signs of bullying**

- unwillingness to come to school
- a significant change in behavior -withdrawn/aggressive behavior
- complaining of physical symptoms
- complaining about missing possessions
- educational attainment being slowly or suddenly reduced
- refusal to talk about the problem
- being easily distressed
- damaged or incomplete work

### **Dealing with bullying**

The school has a Behaviour Policy to ensure appropriate behavior around the school.

When a behaviour incident occurs the children involved follow procedures outlined in the behaviour policy.

If it is then thought that the incident could be bullying, the incident should be reported to a member of the senior management team. If the member of SMT considers that the incident concerned is bullying then the following procedures will be followed:

1. All those involved should be interviewed separately by that member of the senior management team.

#### **a) Interview with the victim**

This should focus on the feelings of the victim and reassure them that they have sought the right support by informing a member of staff. The incident should then be discussed and a record kept. The victim should be informed that the others involved will also be interviewed and that if necessary further action taken.

#### **b) Interview with the bully**

This should focus on the feelings of the victim in an attempt to help the bully understand the effects of their actions. The meeting should also give the bully an opportunity to explain possible reasons for their behaviour.

At this stage a decision about whether to inform parents will be made.

2. The member of staff should record their discussions with both parties on the bullying form and file it in the behavior incidents file kept by the Inclusion Manager.

3. Racial and homophobic incidents are recorded on the relevant form in the racial and homophobic incident form. These forms are filed in the behavior folder
4. The parents of the victim and the bully will be contacted and invited to discuss what has occurred.
5. As far as possible, the strategies and/or actions put in place will focus on positive reinforcement for appropriate change of behaviour.  
It will also focus on the child understanding the consequences of his/her actions as inappropriate, detrimental and hurtful to others. This may mean a sanction.
6. The behaviour of the pupils involved will be monitored.
7. If another incident occurs with the same child or group of children the same procedure as above for collecting evidence will be followed. The bully will go directly to stage 6 on the behaviour step chart. The Parents will meet with the Head Teacher. This may result in a fixed term exclusion.

### **Conclusion**

The school should be a happy and safe working environment for both staff and children. The ethos of a mutually caring environment will be promoted through both our Anti-bullying and other equalities policies as well as through the delivery of our curriculum.

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