



## ALL SAINTS CE PRIMARY SCHOOL & NURSERY, RANTON

### Anti-bullying Policy

Wherever a group of people get together there is always the risk of bullying taking place in one form or another. This is no different in schools and it is the responsibility of everyone connected with schools to show that it is unacceptable and to work towards creating a "bullying free" culture. It is important for the School to have a working definition of what we see as bullying to act as our main reference point.

A child is being bullied, or picked upon when another pupil or group of pupils says nasty things, hits, kicks, threatens, sends nasty notes, teases them repeatedly in a nasty way or when no one talks to them. When bullying is taking place these things can happen frequently and it is difficult for the victim to defend themselves.

However, if two pupils of equal power or strength have an occasional fight or quarrel, this is not bullying.

#### Aims

- To eradicate bullying in the school
- To identify and support potential victims
- To identify and work with potential bullies
- To challenge bullying behaviour.
- To promote positive attitudes.
- To empower victims with the skills to deal with bullying.
- To encourage responsibility.
- To encourage empathy and respect.

- To create an environment in which all children feel safe and respected

### **Central Strategies for Achieving our Aims**

- Confront bullying behaviour.
- Maintain good behaviour across the whole school through an approach based upon Assertive Discipline.
- Identify and supervise times in the day when bullying is likely to occur.
- Record serious incidents and persistent offenders.
- Encourage children to speak out against bullies.
- Carefully integrate new children into school.
  
- Develop social skills through expectations of school ethos, P.H.S.E. ( Circle Time) in all children.
- Develop assertiveness skills in potential victims.
- Develop feelings of empathy and attitudes of responsibility in potential bullies.
- Support potential bullies in developing strategies in controlling aggression .
- Use the curriculum to transmit messages to what constitutes acceptable behaviour.
- Provide staff with appropriate training concerning Assertive Discipline and anti bullying strategies.
- Monitor and review the policy as determined by the School Development Plan

### **Anti - Bullying Action**

#### **Immediate Response**

If you have to deal with bullying behaviour you should :

- Remain calm; you are in charge, an emotional response may increase the bullies' satisfaction.

- Take the incident or report seriously.
- Take action as quickly as possible
- Reassure the victim
- Offer real help and advice to the victim
- Make it clear to the bully that you find the behaviour unacceptable
- Encourage the bully to see the victim's point of view
- Sanction the bully within the sanctions framework or pass it on to the Headteacher ( Sanctions should flow naturally, if it is accompanied by an emotional response it may send out the message that bullying is all right if you have the power)
- Clearly explain the sanction and why it is being given.
- Inform the Headteacher so it can be entered on to the 'Bullying' Record and added on to the bullies personal folder.
- Bullying by a group is best dealt with by dealing with each member individually and to get each member to take responsibility for their actions
- If a pattern of bullying is noted, parents of both aggressor and victim to be notified with a view to parents and school working together

### **Preventative Strategies**

- There must be whole school agreement on what is understood to be bullying
- All staff must act collaboratively - it's not somebody else's business.
- Good discipline must be maintained around the school
- Areas in the school which are potential trouble spots to be identified and supervised.

- Times in the day which are problematical to be identified and supervised
- A record will be kept of serious incidents and persistent offenders
- Children and parents should know that the school cares about bullying
- Children should be encouraged to discuss and report bullying
- The school should make its position clear through assemblies on bullying and that of children's rights. Assemblies should also model assertive behaviour and be used to celebrate social and personal qualities.
- New children to the school should be provided with a class buddy to facilitate settling in.
- Potential victims to be encouraged to be more assertive, having modelling of scenarios practiced and encouraging reporting back on the effect of these developing skills
- Potential bullies should be encouraged to take responsibility for their actions and develop a more empathetic nature.
- The curriculum should be used to transmit positive messages about relationships and positive behaviour. Drama, role play, discussions and games are all particularly useful vehicles for this purpose.

*A positive and caring ethos demands everyone's involvement in implementing this anti bullying policy.*

**The effectiveness and implementation of this policy will be monitored by the Headteacher.**

**Incidents of bullying are reported by the Headteacher to the Governing Body and Local Authority.**

**This policy was reviewed in October 2016, and will be reviewed annually.**