



Keeping Safe Policy

Anti Bullying

Aims

At Shapla School we believe that all pupils have the right to be safe, to be valued and not physically, verbally or emotionally abused. We aim to encourage a climate of positive support in our school. Bullying of any kind is unacceptable. If bullying does occur pupils should be able to talk to an adult and should feel assured that it will be taken seriously and dealt with promptly.

Children who bully are often bullied by others it is important that we give them strategies to help them change.

Objectives

- To provide a supportive environment so that children can express their thoughts and feelings.
- To provide children with effective strategies for dealing with any form of bullying.
- To have in place procedures to allow for a consistent approach.
- To inform and include parents/carers in implementing the agreed procedures.

Context

The school meets the legal requirement for all schools to have an Anti Bullying policy in place. We will ensure this is consistent in the following ways:

- All teaching and non-teaching staff will know what the school policy is on bullying and will consistently and swiftly follow it when bullying is reported.
- All pupils will know what the school policy is on bullying and what they can do if bullying occurs.
- Pupils and parents/guardian will be assured that they will be supported when bullying is reported.
- Whole school initiatives (staff training, celebration assemblies etc) and proactive teaching strategies (through PSHEE curriculum) such as lessons, circle time etc) will be used throughout the school to reduce the opportunities for bullying to occur.

- A positive, caring ethos will be created within the school environment where everyone can work, play and express themselves, free from the fear of being bullied.

Definition of Bullying

Bullying is actions or behaviours by a person or group of people that deliberately hurts, threatens, frightens or causes anxiety to another individual or group. These actions or behaviours are bullying if they are repeated over a period of time.

Such actions or behaviours which are persistent might include:

- Physical: Pushing, hitting, kicking, snatching, and taking someone's belongings, demanding money or possessions as payment for friendship or safety, inciting others to cause harm.
- Verbal: Name calling, insults, swearing at someone, offensive remarks, persistent teasing.
- Emotional: Deliberately leaving people out, threatening them, putting them down, spreading rumours, ganging up on others, Cyber bullying.
- Sexual: Inappropriate touching or physical contact, comments about someone's appearance, refusing to co-operate in work or play. Making negative comments about boys or girls.
- Discriminatory: Excluding someone because of a difference eg physical, cultural, religious or family background.
- Racist: Refusing to co-operate in work or play, racist jokes, name calling or insults, making any negative comments about a person's race.

Bullying is not:

It is important to understand that bullying is not the odd occasion of falling out with friends, name calling, arguments or when the occasional trick or joke is played on someone. It is bullying if it is done several times on purpose (STOP). Children sometimes fall out or say things because they are upset. When occasional problems of this kind arise, it is not classed as bullying. It is an important part of children's development to learn how to deal with friendship breakdowns, the odd name calling or childish prank. We all have to learn how to deal with these situations and develop social skills to repair relationships.

Possible signs of Bullying (Kidscape)

A child may indicate by their behaviour that he or she is being bullied. If a child shows some of the following signs, bullying may be responsible and we might want to ask if someone is bullying or threatening them.

Children may :

- be frightened of walking to and from school
- change their usual route
- not want you to go on the school bus
- beg you to drive them to school
- be unwilling to go to school (or be 'school phobic')
- feel ill in the mornings
- begin truanting
- begin doing poorly in their school work
- come home regularly with clothes or books destroyed
- come home starving (bully taking dinner money)
- become withdrawn, start stammering, lack confidence
- become distressed and anxious, stop eating
- attempt or threaten suicide
- cry themselves to sleep, have nightmares
- have their possessions go missing
- ask for money or start stealing (to pay the bully)
- continually 'lose' their pocket money
- refuse to talk about what's wrong
- have unexplained bruises, cuts, scratches
- begin to bully other children, siblings
- become aggressive and unreasonable
- give improbable excuses for any of the above

Procedures

If bullying is suspected we will listen carefully to the accounts of what has happened from all those involved.

If bullying is found to have occurred the incident will be referred to the Head teacher, Deputy Head teacher or a member of the Senior Leadership Team:

- ❖ A full investigation will be carried out, including witness statements, to establish the facts
- ❖ The class teacher will be briefed
- ❖ Parents of the child who has bullied and the bullied child will be contacted and seen as soon as possible
- ❖ The child who has bullied will be excluded for one day for the first incident
- ❖ The School Governors will be informed at the next full meeting

- ❖ If further bullying occurs the period of exclusion will increase to 3 days and may lead to permanent exclusion

We will monitor to check that bullying does not reoccur and children may be referred to the Learning Mentor.

Role of Parents:

Parents have an important part to play in our anti-bullying policy.

Advice for parents:

- Look out for unusual behaviour in your child - for example, they may suddenly not wish to attend school, feel ill regularly, or not complete work to their usual standard.
- Always take an active role in your child's education. Enquire how their day has gone, who they have spent their time with etc.
- If you feel your child may be a victim of bullying behaviour, inform school immediately. Your complaint will be taken seriously and appropriate action will follow.
- If a child has bullied your child, please do not approach that child on the playground or involve an older child to deal with the bully. Please inform school immediately.
- It is important that you advise your child not to fight back. It can make matters worse!
- Tell your child that it is not their fault that they are being bullied.
- Reinforce the school's policy concerning bullying and make sure your child is not afraid to ask for help.
- If you know your child is involved in bullying, please discuss the issues with them and inform school. The matter will be dealt with appropriately.

Promoting good friendships and resolving conflict

It is important for us to recognise the effects of feeling bullied on children's learning and not underestimate the importance of giving children time to discuss their feelings, friendships, playtimes etc.

We implement a PHSEE curriculum throughout the school and will hold regular circle times to encourage children to talk about issues that concern them; these may well include relationships with other children. We will always help the children to resolve their problems through discussion.

Our Learning Mentor works regularly with children who need support with friendships, or who have been the victims of bullying.

Anti bullying strategies: Keeping Safe

We want to empower children at Shapla to feel confident, which is why it is so important to give children regular opportunities to talk about how they feel. Everyone should be able to talk about bullying behaviour and understand that this is the way to keep everyone safe.

We will make sure that children understand Cyber bullying and how to stay safe when using the internet, or giving out personal details such as mobile numbers.

We have a whole school anti-bullying event every Autumn term to raise children's awareness about how to keep safe at school.

We need to ensure children are taught essential social skills such as:

Positive body language

What to do when you feel really angry

How to ask to join in a game

How to say you don't like what someone else does eg "I don't like it when you snatch the pens, it makes me feel..."

We need to talk calmly and quietly to children when they get it wrong. The most important message we need to get across to children is to 'talk.' We also need to give the same message to parents.

We all need to remember that behaviour is learned and can change.

We have to be consistent in our responses - in the playground and in the classroom. We can do this by:

- Using the Golden Rules to remind children of the behaviour we expect; this is less confusing than using lots of different language.
- Reminding children to follow the 3 steps on how to stand up for themselves and others

How to Stand Up for Yourself and Others

If someone is being unfriendly to you:

1. Tell them what you don't like and how it makes you feel.
2. If you can't sort it out ask another child or an adult to help you.
3. If it happens again tell an adult straight away.

If you see someone else being treated unfairly you should tell someone who can help.

- Responding to parents and children positively; we want them to tell us of any potential bullying. We need to do so quickly and follow it up by reporting back to parents.
- Make sure the bullying behaviour isn't repeated.

If children feel unsafe for any reason they should be able to tell any adult and feel sure that any problems will be sorted out quickly. Everyone has a duty to take incidents seriously and to make sure parents are kept informed of any investigations by the class teacher and Head teacher / Deputy Head teacher.

Our 'Keeping Safe' leaflet for children and parents in Foundation Stage and Key Stage One and 'End Bullying' leaflet for children and parents in Key Stage Two explain our approach - all staff should be familiar with and follow the advice given in the leaflets.

Please see listed resources for support materials in Appendix 2

Links to other Policies

PHSEE:

- Developing a healthy, safer lifestyle
- Make real choices

Behaviour policy

Consultation

Staff: November 2010

Children: November 2010

Parents: November 2010

Governors: June 2011

Monitoring & Evaluation of the Policy

To ensure this policy is effective, it will be regularly monitored and evaluated by the Headteacher and SLT.

Following an annual review in the Autumn term, suggestions for amendments will be presented to Governors.

This policy will be reviewed on a two year basis or earlier if the need arises. The school is aware of the need to send leaflets to parents at this time, to coincide with Anti - bullying week.

This Policy was contributed to by:

Staff - Autumn 2010

Governors - Autumn 2010

Parents - October 2010

Named Governor: Maria Albadalejos

Review date: Feb 2014

Appendix 1

Sources of Further Information, Support & Help

There is a vast amount of information and guidance available about bullying that can provide a wide range of support and help. The following list is just a small selection of the support available that teachers, parents and children have found useful -

Kidscape 020 7730 3300 (general enquiry number)

08451 205204 (helpline for adults only)

www.kidscape.org.uk

Childline 0800 1111 (helpline for children)

www.childline.org.uk

Family Lives 0808 800 2222

<http://familylives.org.uk/>

Anti-bullying Alliance 0207 843 1901

www.anti-bullyingalliance.org

NSPCC 0808 800 5000

www.nspcc.org.uk

Appendix 2

Resources in school

Non Fiction:

Let's Talk About Bullying

Problem Solvers - Why Fight?

Problem Solvers - Why be Bossy?

Problem Solvers - Why Lose Your Temper?

Problem Solvers - Why be Unfriendly?

Bullies and Gangs - Julie Johnson

Feeling Happy Feeling Safe - Michele Elliott

PSHE Classroom Activity Handbook

Positive People - Self esteem building course for young children - Claire Moore and Tina Rae

A Volcano in my Tummy - helping children to handle anger - Elaine Whitehouse and Warwick Pudney

The Stop, Relax and Think Script Book - Hennie Shore

The Anger Solution Workbook - Lisa M Schob

What's Best for Me - Game and audio tape and anger control program for young children - Ken Smith

Don't be Difficult - A game to help children consider the consequences of positive and negative choices

Catch Them Being Good - game exploring self esteem

Sticks and Stones... - A Thomas Brown film video and teacher book on bullying

Friendship Island - dealing with conflict

Bullies to Buddies - game and poster

The Conflict Resolution Game

Just Like Every Other Morning - Core issue - bullying CD Rom and book

Fiction:

The Willow Street Kids - Beat the Bullies

The Willow Street Kids - Be Smart, Stay Safe

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