

# Greenslade Primary School

## Anti Bullying Statement

Reviewed in October 2017

“Let no one or no circumstance render you less than you are or less than you know you have the capacity to be” Gus John speaking about the Windrush experience.

### The aims of this statement are to:

- ✓ Define the term “bullying”.
- ✓ Prevent bullying happening in our school.
- ✓ Enable us to support those who are the targets of bullying.
- ✓ Enable us to support the person doing the bullying and prevent them from behaving in this way again.
- ✓ Enable us to report and record instances of bullying.
- ✓ Enable us to explore the possible reasons for people exhibiting behaviour associated with bullying.

### We hope to realise these aims by:

- ✓ Investigating every allegation of “bullying” and referring incidents to a senior member of staff.
- ✓ Supporting the targets by listening carefully, reassuring and suggesting strategies that we hope will enable them to overcome the negative feelings associated with bullying.
- ✓ Discussing with the person using bullying behaviours the reasons for their actions and striving to get them to understand the feelings and hurt they may have caused.
- ✓ Not labelling children as “bullies” but by managing the various behaviours associated with bullying.
- ✓ Disciplining the person using the bullying behaviours in line with the procedures set out in our “Behaviour Policy”.
- ✓ Helping all children to use successful behavioural strategies to channel their feelings.
- ✓ Developing children’s understanding of “right and wrong” through Circle Time, assemblies, the curriculum, stories, drama, discussions, leading games in the playground, modelling appropriate responses etc.
- ✓ Developing children’s self esteem and feelings of value.
- ✓ Encouraging children to report incidents that concern them to members of staff.
- ✓ Involving parents and carers appropriately.
- ✓ Informing Governors of serious incidents classified as bullying.

### Definitions

- ✓ Bullying is a wilful desire to hurt or threaten another person. It is deliberate and not accidental.
- ✓ Bullying is based on the abuse of power. Bullying is unequal.
- ✓ Bullying is repeated and goes on over a period of time.
  
- ✓ Bullying can occur in every school and in every institution.
- ✓ Bullying is intimidation.
- ✓ Bullying can be carried out by individuals or by groups.

- ✓ Bullying can involve physical or verbal abuse, name calling, malicious gossip, damaging or stealing property, coercing people into actions against their will and ostracism (leaving a person out or isolating them).
- ✓ When bullying is happening, “it is difficult for those being bullied to defend themselves” (DfES)
- ✓ Bullying is often characterised by the silent consent of victims and onlookers and witnesses.
- ✓ Bullying includes cyber-bullying, prejudiced based bullying related to special educational need, sexual orientation, sex, race, religion and belief, gender reassignment or disability.

## Why does bullying happen?

Research has shown that bullying occurs for a variety of reasons, often associated with very strong emotions. These can include hatred, envy, jealousy, revenge and frustration. Very often the person doing the bullying does not understand the consequences of their actions, or the feelings their actions create. People sometimes “bully” others because they do not know it is wrong, or because they are copying the behaviour of other people they admire, or because they have not learned other, better ways of mixing with other people, or because other people encourage them to bully, or because they are going through a difficult time themselves and they are acting out aggressive feelings.

## The role of staff

We take all allegations of bullying seriously and follow the procedures set out in this statement and in our Behaviour Policy.

Greenslade staff:

- ✓ Are vigilant and deal with allegations of bullying as a priority.
- ✓ Strive to respond to allegations of bullying immediately.
- ✓ Speak to people involved in the incident separately to ascertain details, then if appropriate speak to all parties together.
- ✓ Discuss with all those involved the feelings and implications of bullying, and try to get all parties to understand why bullying is unacceptable.
- ✓ Help children to deal with issues related to bullying through discussion, Circle Time, games, role play, stories, through the taught PSHE curriculum and through assemblies.
- ✓ Support and show we care about all children, including those who have been involved in behaviour associated with bullying.
- ✓ Inform other adults in the school about incidents involving bullying types of behaviour.
- ✓ Praise victims of bullying for speaking about the situation and reassure them that the matter will be dealt with sensitively and seriously.
- ✓ Speak with members of the SMT about the possibility of arranging a meeting with the parents of those involved.
- ✓ Discuss ways of solving the problems or differences and issues related to the bullying to strive to prevent any re-occurrence of the situation.
- ✓ Monitor the situation and where appropriate keep relevant parties informed of developments either verbally or by letter.
- ✓ Go back and “check in” with children who have involved in such incidents to ensure instances are not repeated.
- ✓ Serious incidents are shared with Governors through the termly Headteacher’s Report.

## The role of Parents and Carers

Bullying of any kind is an extremely serious problem, and to be dealt with effectively requires the commitment, support and trust of all those involved to work together to investigate and find possible solutions.

If parents and carers think their child is or has been bullied they should

- ✓ Calmly talk with their child about their experiences.
- ✓ Make a note of what the child says. (What happened, who was involved, where it happened, how often it happened, who else was there etc)
- ✓ Reassure their child that they have done nothing wrong and praise them for talking about the experiences they have had.
- ✓ Explain to the child that they should speak to an adult at school immediately if any more incidents occur.
- ✓ Make an appointment to speak with someone at school to discuss the situation and to work out how we can all best support the child.

If parents and carers become aware that their child is bullying another child they should:

- ✓ Calmly talk to their child and explain that what they are doing is unacceptable and makes other people extremely unhappy.
- ✓ Make an appointment to see someone at school to discuss the situation, to explain any problems the child may be experiencing which are causing the behaviour, and to strive to work out how the child can be best supported so that together we can resolve the situation and prevent the bullying type behaviour re-occurring.
- ✓ Explain and show the child appropriate ways of playing and mixing with other children without displaying the types of behaviour classified as bullying.
- ✓ Regularly check with the child and school to discuss how things are going.
- ✓ Give the child lots of praise and encouragement when they are cooperative and kind to other people.
- ✓ Discuss the situation with other family members to ensure that everyone is aware of the situation and the impact of using aggression or force or other abuses of power to get what they want.

When talking with people from school about bullying type behaviour, we ask parents and carers to:

- ✓ Try and stay calm.
- ✓ Bear in mind that the staff may have no idea that the child is being bullied or may have heard conflicting accounts of the situation.
- ✓ Be as specific as possible about what the child has said has happened, giving dates, places times and names of other people involved.
- ✓ Be assured that the staff at Greenslade take such incidents extremely seriously and will work hard to resolve the issues.

If you are concerned about your child being involved in bullying type situations, either as the victim or aggressor, please speak to the Headteacher about a range of publications, web sites and organisations who can support with this very difficult issue.