

Hadrian Primary School

Anti Bullying Policy



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Staff responsible:

Mr S Brown Head Teacher
Mr B Blake School Governor



HADRIAN PRIMARY SCHOOL



ANTI BULLYING POLICY

At Hadrian Primary we believe that all pupils have a right to learn in a supportive, caring and safe environment without the fear of being bullied. We promote good behaviour. It is made clear that bullying is a form of anti-social behaviour. It is wrong and will not be tolerated.

What is bullying?

Bullying can be described as sustained deliberate acts done to cause distress solely in order to give a feeling of power, status or other gratification to the bully.

Not all acts of unkindness or physical hurt are bullying. These will be dealt with according to our behaviour policy.

Bullying can occur through several types of anti-social behaviour. It can be:

a) Physical:

A child can be physically punched, kicked, hit, spat at, etc.

b) Verbal:

This can take the form of name calling. It may be directed towards gender, ethnic origin, physical/social disability, personality, etc.

c) Exclusion:

A child can be bullied simply by being excluded from discussions/activities.

d) Intimidation:

By the use of text messaging etc.

e) Damage to Property or Theft:

Pupils may have their property damaged or stolen. Physical threats may be used by the bully in order that the pupil hand over property to them.

f) Extortion

What can children do if they are being bullied?

Each term or when incidents occur, class teachers will discuss bullying and reinforce the following strategies:

a) Remember that your silence is the bully's greatest weapon.

b) Tell yourself that you do not deserve to be bullied and that it is wrong.

c) Be proud of who you are. It is good to be individual.

d) Try not to show that you are upset. It is hard, but a bully thrives on someone's fear.

e) Stay with a group of friends/people. There is safety in numbers.

- f) Be assertive – shout “No!”. Walk confidently away. Go straight to a teacher or member of staff.
- g) Fighting back may make things worse.
- h) Generally it is best to tell an adult you trust straight away. You will get immediate support.
- i) Teachers will take you seriously and will deal with the bullies in a way which will end the bullying and will not make things worse for you.

What do you do if you know someone is being bullied?

- a) Take action! Watching and doing nothing looks as if you are on the side of the bully. It makes the victim feel more unhappy and on their own.
- b) If you feel you cannot get involved, tell an adult immediately. Teachers will deal with the bully without getting you into trouble.
- c) Do not be, or pretend to be, friends with a bully.

Role of parents

Parents have an important part to play in our anti-bullying policy. We ask parents to:

- a) Look out for unusual behaviour in your children – for example, they may suddenly not wish to attend school, feel ill regularly, or not complete work to their usual standard.
- b) Always take an active role in your child's education. Enquire how their day has gone, who they have spent their time with, etc.
- c) 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.
- d) 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.
- e) It is important that you advise your child not to fight back. It can make matters worse!
- f) Tell your child that it is not their fault that they are being bullied.
- g) Reinforce the school's policy concerning bullying and make sure your child is not afraid to ask for help.
- h) 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.
- i) Ensure that children are made aware of the difference between bullying and disagreements.

Strategies for dealing with bullying

The following is a list of actions available to staff depending on the perceived seriousness of the situation. The emphasis is always on a caring, listening approach as bullies are often victims too – that is why they bully.

If bullying is suspected we will:

- a) Talk to the suspected victim, and any witnesses.
- b) Identify the bully and talk about what has happened, to discover why they became involved. Make it clear that bullying is not tolerated at Hadrian Primary school.
- c) If the bully owns up then sanctions procedures outlined in the Behaviour Policy will be followed.
- d) An additional sanction may be to arrange for the child to be escorted from the school premises.
- e) Incidents of bullying are recorded as such in the School Bullying Incident Log.
- f) If the suspected bully does not own up, investigate further. If it is clear that they are lying, continue with the procedure.
- g) Continue monitoring the situation to ensure no repetition. The follow-up findings will be recorded in the monitoring section of the school Bullying Incident Log.

All staff will be proactive in using preventative measures. These include:

- Personal, Social and Health Education programmes
- Circle time
- Out of class supervision
- Social Skills groups
- Focus, themed assemblies
- Buddy Scheme
- Mentors/counselling
- Support from PSA /other named adult or student
- Enlisting support from parents

Summary

By embracing the “whole school” concept we ensure that everyone, pupils, parents, carers, teachers, support staff, governors, and outside agencies are brought together to develop a culture which openly disapproves of bullying.

All reports of bullying will be taken seriously and investigated fully. Appropriate measure will be taken to reassure and support the victim and modify the behaviour and attitude of the bully.