

Aughton Town Green Primary School: Anti-Bullying Policy

At Aughton Town Green School we believe that all children are entitled to an education that:

" Enables them to achieve the highest levels within their capability; that develops the whole child by catering for their social, emotional, physical, intellectual and moral development and encourage purpose, self discipline, independence and community responsibility in a caring and secure learning environment. "

Bullying behaviour is an issue for all schools whatever the school's socio-economic standing or perceived reputation. It can be a major concern for parents and children. One mark of a good school is the manner in which it recognises signs of bullying behaviour, the way it deals with it and how this is incorporated into the whole ethos of the school. This will be evident by teaching children how to interact with others, sharing experiences, offering role models and creating an open environment. This policy, therefore, links strongly with the Mission Statement of the school, the overall aims of the school, the school's PSHE policy, the school's rewards and sanctions policy and is implicit in all other policy documents and statements.

What is Bullying Behaviour

Bullying is a behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally (for instance, cyber bullying via text messages or the inappropriate use of Social Media), and is often motivated by prejudice against particular groups, for example on the grounds of race, religion, gender, sexual orientation, or because a child is adopted or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences. Stopping violence and ensuring immediate physical safety is obviously a school's first priority but emotional bullying can be more damaging than physical. (DFE/LCC definition)

It is important to make a distinction between the 'normal' cut and thrust of the playground and behaviour which could justifiably be regarded as bullying.

While the school would not wish to encourage rough play some incidents will occur. Bullying behaviour, on the other hand, has very specific characteristics.

Bullying can involve :

- Physical attack
- Verbal attack
- Coercion
- Racial abuse
- Sexual harassment
- Name-calling

- Malicious gossip
- Purposely excluding
- Damaging property
- Stealing property
- Text / e-mail bullying

Prevention and Support

Teachers, classroom assistants and welfare staff are in a strong position to recognise signs of bullying which will relate to changes in behaviour or a sudden change in work standard. This should be confronted immediately; many children can remain silent with their parents but can be able to tell an adult in school. It should also be recognised that children will feel able to approach certain adults within school but not others.

Any incidents of unexplained bruising or comments from a child concerning physical or sexual abuse by an adult must be immediately referred to the headteacher or other senior member of staff to follow the child protection policy.

At Town Green we will look to deter any acts of bullying as a matter of procedure! Our staff are constantly on the alert to detect issues between procedures which might provoke conflict and have developed strategies to prevent bullying occurring in the first place.

These include:

- PSHE/SRE lessons
- Circle Time
- SEAL resources
- Dedicated events or projects
- Assemblies
- School Council themes
- Playground monitoring and feedback
- Social Groups

Children are informed of the procedures available to tell about bullying behaviour. It is important to recognise that understanding does vary with age.

Children are encouraged to look after and support each other throughout school :

- In cases where a child / children are seen to exhibit bullying behaviour, children are encouraged to tell
- Children are encouraged to look after the welfare of other children and report incidents of bullying behaviour to an adult

Appropriate behaviour and whole school support is emphasized as part of the wider school curriculum.

Parents

The parent is often the first person who becomes aware of an unexplained change in the behaviour of their child or may be directly approached by their child about concerns in school. This may take the form of a change in sleeping pattern, a lack of interest in food, reluctance to come to school, damage to the child's property, an uncharacteristic quietness, unusually boisterous behaviour or silence. Parents should feel able to come and discuss these issues in school so that investigations and strategies can be put into place.

The School Response

1. Procedures for dealing with incidents

There are various levels of approach allowing for the severity of the incidents and any recurrence of incidents. All incidents, however minor, should be reported to the headteacher and, if necessary, recorded in the school incident book.

Staff should :

- Listen to the child sympathetically
- Persuade the child that the problem is not with them but with the bullying behaviour
- Talk to the child who is using bullying behaviour
- Agree with both parties an action that will be taken and monitor this
- Check with the victim daily that there is no problem for a period of time
- A log of the events and actions should be kept by the member of staff responsible and the headteacher informed and updated.

Welfare staff should :

- Immediately inform the class teacher or headteacher about their concerns.

2. Sanctions Available

It is most important that each incident is addressed at an early stage when strategies may focus on helping both parties deal with social interaction in an acceptable way. A range of progressive sanctions are available, if required :

- Formal discussion with the bully
- Discussion with parents
- Loss of playtimes
- Loss of lunchtimes
- Withdrawal of child from class to the headteacher or deputy
- LCC exclusion during lunchtime periods
- LCC exclusion period from school
- Permanent exclusion

It would be hoped that for the majority of cases any incident could be solved at an early stage before major sanctions are needed.

Bullying of Staff

If a member of staff is subject to physical or verbal abuse they should :

- If possible, walk away from the situation
- Immediately report the incident to the headteacher or a senior member of staff
- Record the incident in the Incident Book
- Report the incident to their union or professional association
- If severe, report the incident to the police
- If necessary, get immediate medical attention

The member of staff would then work with the headteacher following advice from their union / professional association on actions to deal with the situation. The Chair of Governors would be immediately informed of the incident.

Intervention

The school will, if necessary, bring in support from external agencies such as :

- LCC Inclusion Team
- Education Psychologists
- Pupil Attendance and Support Team (PAST)
- Behaviour & Support Teams (Golden Hill)

Implementation

The school Publication Scheme includes provision to supply parents with copies of this policy. It is outlined within the school prospectus.

All staff have a copy of the policy.

The policy is explained to children, at an appropriate level, through assemblies and class discussions e.g. circle time.

Monitoring

This policy and its effectiveness will be monitored, evaluated and reviewed annually.