

# Glade Primary School

## Anti-Bullying Policy



**Growing, Learning & Achieving with Dedication & Enthusiasm**

Reviewed: Feb 2021

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Approval and adoption

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**At Glade Primary school, we recognise that bullying of any kind is unacceptable. We have a responsibility to respond promptly and effectively to issues of bullying. Bullies need to learn different ways of behaving.**

**At Glade Primary School we recognise that the victim should never feel it is their fault.**

**Article 19 of UNCRC: Children have the right to be protected from being hurt and mistreated, physically or mentally. Governments should ensure that children are properly cared for and protect them from violence, abuse and neglect by their parents or anyone else who looks after them.**



### **What is bullying?**

Bullying is behaviour which deliberately makes another person feel uncomfortable, distressed or threatened.

Bullying is repeated over time.

Bullying makes those being bullied feel powerless to defend themselves.

### **Why are we against bullying?**

Bullying hurts. No one deserves to be a victim of bullying.

- everyone has the right to feel welcome, secure and happy
- everyone has the right to be treated with respect.

- if bullying happens it will be dealt with quickly and effectively
- it is important to tell someone

### **What types of bullying are there?**

- Emotional (being unfriendly, excluding, tormenting, threatening behaviour)
- Verbal (name calling, sarcasm, spreading rumours, teasing)
- Physical (pushing, kicking, hitting, punching or any use of violence)
- Extortion (demanding money/goods with threats)
- Cyber (all areas of internet, email and internet chat room misuse. Mobile threats by text messaging and calls. Misuse of associated technology ie: camera and video facilities including those on mobile phones.)
- Racist (racial taunts, graffiti, gestures)
- Sexual (unwanted physical contact, sexually abusive comments)
- Homophobic (because of, or focussing on the issue of sexuality)
- SEND (because of learning or physical disabilities)

### **What are the signs and symptoms of bullying?**

A person may indicate by signs or behaviours that they are being bullied. Everyone should be aware of these possible signs and should investigate if the person;

- Is frightened of walking to or from school or changes route
- Doesn't want to go on the school / public bus
- Begs to be driven to school
- Changes their usual routine
- Is unwilling to go to school (school phobic)
- Begins to truant
- Becomes withdrawn, anxious or lacking in confidence
- Becomes aggressive, abusive, disruptive or unreasonable
- Starts stammering
- Threatens or attempts suicide
- Threatens or attempts self harm
- Threatens or attempts to run away
- Cries themselves to sleep at night or has nightmares
- Feels ill in the morning

- Performance in school work begins to drop
- Comes home with clothes torn, property damaged or 'missing'
- Asks for money or starts stealing money
- Has dinner or other monies continually 'lost'
- Has unexplained cuts or bruises
- Comes home 'starving'
- Bullies others
- Changes in eating habits
- Is frightened to say what is wrong
- Is afraid to use the internet or mobile phone
- Is nervous or jumpy when a cyber message is received
- Gives improbable excuses for their behaviour.

### **What causes Bullying?**

People bully for different reasons.

The reasons could be:

- to feel powerful
- jealousy
- to feel good about themselves
- to be in control
- because they want something (attention, possession or friends)
- to look good in front of other people
- to feel popular
- because of peer pressure
- to be big/clever
- for fun
- because they are being bullied themselves
- because they see and pick on an easy target (small, won't tell anyone, lonely or different in some way)

### **How can we prevent Bullying?**

At Glade Primary School we have a clear understanding that bullying, in any form, is not acceptable. This can be done by:

- Developing an effective anti-bullying policy and practice. The school will then become a safer and happier environment, with consequent improvements in

attitudes, behaviour, and relationships and with a positive impact on learning and achievement.

- Regular praise of positive and supportive behaviour by all staff.
- Work in school which develops empathy and emotional intelligence (JIGSAW).
- Any incidents treated seriously and dealt with immediately.
- Programme of work carried out in school during National Anti - bullying week and at various times throughout the academic year.
- Maintaining and appreciating our Gold Rights Respecting School status and the work that we do to uphold this.

### **Advice to Parents**

As the parent of a child whom you suspect is being bullied-

1. Report bullying incidents to the class teacher
2. In cases of serious bullying, the incidents will be recorded by staff and the Headteacher notified. A bully log may be set up at this stage.
3. In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem.
4. If necessary and appropriate, police will be consulted
5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.
6. An attempt will be made to help the bully (bullies) change their behaviour.

### **Do Not:**

1. Attempt to sort the problem out yourself by speaking to the child whom you think may be the bully or by speaking to their parents.
2. Encourage your child to be 'a bully' back.

Both of these will only make the problem much harder to solve.

### **Recording of Bullying incidents**

Confirmed cases of bullying must be recorded following school procedures, as with any case of Child protection. All incidents are to be recorded on CPOMS. All incidents of bullying will be discussed with all relevant staff and parents of the children involved, in order that everyone can be vigilant and that bullying may be prevented from happening in the future. Incidents of bullying will be discussed with the Governing Body.

**Our school will respond promptly and effectively to reported incidents of bullying. See the Pathways of help.**

## PATHWAYS OF HELP

Child is bullied



Parent /Carer and /or child meets with  
/class teacher

Discussion on the facts  
Suggested ways forward  
Short review time is set



**If continues**

Designated adult  
Discussion/Interview with all parties  
Will use: suggested and agreed actions/strategies  
Parents informed  
Short term review



**If continues**

Senior member of staff (with anti-bullying responsibility)  
Directs to a variety of help strategies delivered by 'trained' personnel eg.

- Restorative justice
- Mediation/counselling
- Anger management training & self help
  - Peer Mentor/Buddy support
  - External Agencies – Connexions
    - Circle of friends



**If continues**

Headteacher and Chair of Governors and inform/seek  
advice from LA Head of Inclusion services

## **Appendix 2**

### **Support Agencies**

**Anti-bullying Alliance** - the alliance brings together over 60 organisations into one network with the aim of reducing bullying. Their website has a parent section with links to recommended organisations who can help with bullying issues

[www.anti-bullyingalliance.org.uk](http://www.anti-bullyingalliance.org.uk)

### **Kidscape**

[www.kidscape.org.uk](http://www.kidscape.org.uk)

02077303300

**Childline** – advice and stories from children who have survived bullying

08000 1111

### **Bullying on line**

[www.bullying.co.uk](http://www.bullying.co.uk)

**Parentline Plus** – advice and links for parents [www.parentlineplus.org.uk](http://www.parentlineplus.org.uk)

08088002222

### **Parents Against Bullying**

01928 576152

### **Useful sources of information**

**Stonewall** - the gay equality organisation founded in 1989. Founding members include Sir Ian McKellen. [www.stonewall.org.uk](http://www.stonewall.org.uk).

**Cyberbullying.org** - one of the first websites set up in this area, for young people, providing advice around preventing and taking action against cyberbullying. A Canadian based site [www.cyberbullying.org](http://www.cyberbullying.org)

**Chatdanger** - a website that informs about the potential dangers online (including bullying), and advice on how to stay safe while chatting [www.chatdanger.com](http://www.chatdanger.com)

**Think U Know** - the Child Exploitation and Online Protection Centre (CEOP), has produced a set of resources around internet safety for secondary schools [www.thinkuknow.co.uk](http://www.thinkuknow.co.uk)

**Know IT All for Parents** – a range of resources for primary and secondary schools by Childnet International. Has a sample family agreement [www.childnet-](http://www.childnet-)



[int.org/kia/parents](http://int.org/kia/parents)