



ANTI-BULLYING POLICY

OCTOBER 2017

POND PARK PRIMARY SCHOOL

MISSION STATEMENT

Pond Park Primary School aims to provide a secure, caring environment which will maximise each child's potential and promote his/her personal development. The school places equal emphasis on pastoral care and academic progress.

POND PARK PRIMARY SCHOOL

ANTI-BULLYING POLICY STATEMENT

From time to time pupils may be victims of bullying, in spite of a positive caring ethos and discipline policy. They will be unable to learn effectively as a result. If we allow bullying to go unchallenged we are not providing our pupils with the safe and educationally-stimulating learning environment which they deserve.

The Anti-Bullying Policy reflects the School Aims with a view to maintaining a safe, secure and happy environment for all children and staff. The school aims to encourage a whole-school approach to bullying to ensure that effective learning and teaching takes place for all. We aim to prevent bullying in any form and to have a consistent approach for dealing with incidents of bullying, quickly and effectively. We will ensure that all members of the school community are aware of this policy.

POND PARK PRIMARY SCHOOL

ANTI-BULLYING AIMS & OBJECTIVES

General Aim

As a caring school, our teachers and support staff will not tolerate bullies in our school and the diminishment of our Pastoral Care. Our aim is to create a school which is safe, secure and happy. In order to achieve this we must act swiftly when a case of bullying occurs.

Three points are of note:-

1. Bullying must be dealt with when it happens or is reported.
2. Bullying, like all school behaviour problems, is better prevented than cured.
3. Teachers and staff' attitudes are important. Research has shown that schools where bullying rates were low were staffed by teachers who not only acted swiftly to stop it but also repeatedly taught desirable caring behaviour.

Aims

1. This Anti-Bullying Policy reflects the School Aims with a view to maintaining a safe, secure and happy environment for all staff and children.
2. We want to prevent bullying in any form and to have a consistent approach for dealing with incidents of bullying.
3. To ensure that all pupils, staff and parents are aware of this policy and their obligations.

We, in Pond Park Primary School, define bullying as

'The wilful, conscious desire to hurt or threaten or frighten someone else, by a pupil who has some sort of power over the victim.'

This power might be due to

- greater physical strength (if an older pupil bullies a younger one)
- greater number (if a gang of pupils bully a single child)

What is Bullying?

Bullying is a form of anti-social behaviour that is never acceptable in Pond Park Primary School. Bullying can include any sort of physical or psychological intimidation of a person, by another or a group, that causes anxiety or stress to the victim. This can be a single incident or repeated over a period of time, and may include:-

- Physical: Kicking, punching, pushing, nipping, hair-pulling.
- Verbal: Name-calling, threats, teasing, etc.
- Psychological: Exclusion from the group, intimidation, sneering, rude signs, name-calling, teasing, etc.
- Cyber-Bullying : The misuse of technology to bully or harass.
- Racist: Bullying relating to race, religion or colour.
- Homophobic: Bullying relating to gender or sexual orientation.

Preventative Steps

How a bully-free ethos can be created and implemented in Pond Park Primary School:-

1. A Code of Behaviour:
 - Positive School Rules (for all pupils)
 - Class Charter (A Management Plan 'owned' by every pupil).
2. A list of agreed procedures for responding to incidents, including sanctions.
3. Key staff to co-ordinate and monitor policy and incidents. (Mr Cherry, Mr Ball, Mrs Scoffield, Mrs Williams, and Mrs Mulligan).
4. Pro-active use of Playground Buddies to monitor behaviour.
5. Procedures for logging incidents/contacting parents.
6. Communicating to all of the school community.
7. Ensure that pupils, staff and parents are aware of their responsibilities.
8. Staff training (including non-teaching staff) to ensure that all individuals are competent in delivering the policy.
9. Establish Awareness Weeks for staff, pupils and parents.
10. Listening boxes in P5 - P7.
11. Posters dissuading bullying.
12. ChildLine telephone number displayed in all school areas. Class visits from ChildLine.
13. Curriculum-linked activities (novels, class discussions, teaching bullying awareness).
14. Supervision closely monitored (break/lunch duty). Liaison/Training of Supervisory Staff.
15. Good communication between staff/staff and staff/pupils.
16. Develop a telling ethos and a complaints' procedure.
 - Child reports to class teacher.
 - If persists, teacher liaises with Head of Key Stage.
17. Circle Time.
18. Encouraging responsible behaviour.
19. Assemblies will regularly be used to press home the school's intolerance of bullying.
20. Sticks and Stones' Week

Responsibilities and Procedures for dealing with incidents of bullying behaviour.

Teachers:

- Aware of procedures in relation to bullying.
- Listen to children and take all reports seriously.
- Attempt to deal with issue and investigate.
- Log all incidents.
- Liaise with staff and Designated Teacher/feedback.
- Follow-up/monitor continuously all incidents.

Ancillary Staff:

- Be observant in **all** supervisory situations.
- Report any incident of concern to the class teacher.
- Follow all school rules and reinforce positive behaviour at all times.

Parents:

- Be familiar and support school's Anti-Bullying Policy.
- Listen to their children if they express any worries regarding school.
- Discourage any tendency towards bullying behaviour.
- Suggest to their child non-aggressive strategies for dealing with bullying behaviour.
- Inform school if they suspect bullying.

Pupils:

- Avoid any behaviour which could be considered as bullying.
- TELL if being bullied (Teacher/Designated Teacher).
- TELL parents.
- Pupils should not react aggressively.
- Respect each other.

Monitoring and Reviewing the Effectiveness of our Anti-Bullying Policy

(by Mr Cherry and Mr Ball)

- In-service training.
- Internal staff audits/questionnaires.
- Liaison with SLT.
- Liaison with ALL staff (to include Supervisory Assistants).
- Monitoring number of issues logged in school's 'Bullying File'.
See Appendix 1

Cyber-Bullying

In Pond Park Primary School we promote the positive use of technology to support engaging and effective learning and all pupils are monitored and guided when using this technology in school. Unfortunately as mobile phone and internet use become increasingly common, so has the misuse of this technology to bully. Cyber-bullying can be a serious issue and can constitute a criminal offence. Tackling cyber-bullying will be an on-going process as technology develops further.

The whole school community has a part to play in ensuring cyber safety:-

- We shall issue key safety advice and leaflets about cyber bullying to Key Stage 2.
- All pupils will receive lessons each term as part of a new Online Safety Curriculum. These will be marked as whole school 'Cyber Friday' events.
- A special Assembly and co-ordinated events will be organised each year to mark Safer Internet Day.
- Primary 7 pupils will receive an Online Safety talk looking at transition to post-primary school. This will be delivered by Mr McCleery who is a trained 360 Degree Safe Assessor and CEOP Ambassador.
- The school will host annual Online Safety evenings for parents.
- Parents should inform school if they know of any cyber-bullying incidents involving a child or children in school.

Personal Development and Mutual Understanding Programme (P1 – P7)

Pupils' learning and work in this curricular area will include opportunities for them to explore self-awareness, relationships, feelings and emotions, safety, similarities and differences, and managing conflict.

Further opportunities for children to learn how to recognise bullying, and strategies to deal with bullying will be provided through:-

- Circle Time
- Sticks and Stones' Week
- Assemblies
- Religious Education Topics
- Classroom Management Plans (where rules, rewards and consequences are clearly defined)
- Time 4 Me counselling facility.

Steps Towards the Resolution of Bullying

Following a report of bullying, staff will always try to assess the true nature of the incident before drawing up an action plan. Individual discussions will take place with the perpetrator and the victim, taking into consideration that both may need help. A written report of serious and/or repeated incidents will be recorded in an Incident Book, kept in each classroom.

The Victim

- The pupil will be encouraged to tell that bullying has taken place.
- The pupil will be encouraged to say “No” to unacceptable behaviour.
- The child will be given time to talk in private to the teacher who will reassure and support.
- Parents will be informed of any serious incident if they are not already aware of the situation.
- The child might require several sessions to air their concerns with the teacher who will follow up checking that the child settles happily again.

Strategies for Coping

- All pupils in Pond Park Primary School are encouraged to tell their teacher as soon as possible after bullying has taken place.
- It will be stressed that personal safety must always be the priority.
- Friendships: the pupil will be supported and encouraged to build friendships within his/her peer group.
- We will encourage Assertive Discipline strategies, including saying “No”, staying calm and looking confident, and walking away from the situation.
- Pupils will be familiar with the school’s network of support teaching staff for pastoral care – Mr Cherry, Mr Ball, Mrs Scoffield, Mrs Williams, and Mrs Mulligan.
- Bullying issues will be addressed individually and as a whole class so that attention is not drawn to the pupil in question.
- A range of resources will be available to help children understand and cope with bullying.

The Perpetrator

- The pupil will be given time to speak in private to the teacher who will try to determine if there are circumstances which may have contributed to, or caused the behaviour, for example:-
 1. modelling behaviour experienced elsewhere.
 2. a crisis in the child’s life.
- The child will be asked how he/she thinks the situation could be resolved.
- Parents will be informed of any repeated or serious incident.
- We may suggest a referral for in-school counselling or seek external support.
- Details of these incidents and follow-up discussions will be recorded and kept in the Incident Book.

Sanctions

In most cases a quiet word and an explanation of how others feel is sufficient to make a difference. In Pond Park Primary School we believe that learning from mistakes, and being genuinely sorry for them, is part of growing up to be a socially well-adjusted person. We believe much can be achieved by talking with the perpetrator and the victim to achieve a resolution and reconciliation.

In some cases, however, 'talking things through' will not make sufficient difference and in these cases we reserve the right to apply a range of sanctions.

Depending upon the seriousness of the bullying incidents, the following sanctions will apply:-

- A verbal/written apology from the perpetrator to the victim.
- Time-out.
- Withdrawal from playtime or privilege.
- Exclusion from a range of school activities, including After-School Clubs, class visits and other educational visits.
- Exclusion at lunchtime.
- Suspension from school.

Parents are requested to refer to the school's Behaviour and Discipline Policy which should be read in conjunction with this Policy.

Parental Involvement

- Parents will receive a school information leaflet on 'Bullying'. The procedures to follow and appointed Designated Teacher will be included.
- Where an incident has been logged in the 'Bullying File', parents of those children will be notified by letter or telephone.
- A pledge for children in Primaries 1 - 7 to be signed, encouraging positive behaviour and respect to others.

POND PARK PRIMARY SCHOOL

Pastoral Care

Date:

Nature of Incident:
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Individuals involved:
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Action taken:
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Follow-up:
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Signed:

Date: