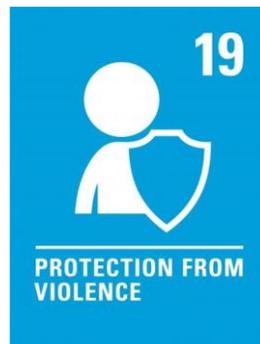


Glade Primary School

Anti-Bullying Policy



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.

Growing, Learning & Achieving with Dedication & Enthusiasm

Reviewed: May 2022

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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. We want to understand why someone may bully and support them in changing their perspective.

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



What is bullying?

- Bullying is behaviour which deliberately makes another person feel uncomfortable, distressed or threatened **over a period of time.**
- Bullying can make 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 that they are being bullied by signs or behaviours. 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)
- Family dynamics
- Home issues

How can we prevent bullying?

At Glade Primary School we have a clear understanding that bullying, in any form, is **not acceptable**. This is achieved 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.

- Consistent use of our Positive behaviour policy.
- Work in school which develops empathy and emotional intelligence
- All 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.
- Use of 'Bubble' boxes in classes and key parts of the school to give children an opportunity to share concerns.
- Use of half termly Anti-bullying questionnaires to give children an opportunity to share any concerns. These are followed up by the DHT.
- Counselling through our school counsellor, Usha Chudasama.
- Mentoring through the ELSA support scheme.
- Opportunity to attend our Wellbeing club.
- Regular circle times to discuss key issues.

Advice to Parents

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

1. Ensure that bullying incidents are reported 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 child who has bullied reflect upon 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.

Strategies for parents whose children are being bullied

- Listen and focus on the child. Learn what's been going on and show you want to help.
- Assure the child that bullying is not their fault.
- Know that children who are bullied may struggle with talking about it.
- Give advice about what to do. This may involve role-playing and thinking through how the child might react if the bullying occurs again.
- Ask the child who is being bullied what can be done to make him or her feel safe. Remember that changes to routine should be minimised. He or she is not at fault and should not be singled out.
- Be persistent. Bullying may not end overnight. Commit to making it stop and consistently support the bullied child.

Strategies for parents whose children are bullying

- **Make sure that the child knows what the unwanted behaviour is.** Young people who bully should learn about the consequences of their behaviour.
- **Show children that bullying is taken seriously.** Calmly tell the child that bullying will not be tolerated. Model respectful behaviour when addressing the problem.
- **Work with the child to understand some of the reasons he or she bullied.** For example:

Sometimes children bully to fit in. These children may benefit from participating in positive activities. Involvement in sports and clubs can enable them to take leadership roles and make friends without feeling the need to bully.

Other times, children may bully because of something else such as issues at home, abuse or stress. They also may have been bullied.

Use consequences to teach. Consequences that involve learning or building empathy can help prevent future bullying. For example, the child who bullied can:

- Write a story about the effects of bullying or benefits of teamwork.
- Role-play a scenario or make a presentation about the importance of respecting others, the negative effects of gossip, or how to cooperate.
- Do a project about civil rights and bullying.
- Read a book about bullying.
- Make posters for their school about Cyberbullying and being smart online.

Involve the child who bullied in making amends or repairing the situation. The goal is to help them see how their actions affect others. For example, the child can:

- Write a letter apologising to the child who was bullied.
- Do a good deed for the person who was bullied or for others in your community.

Follow-up. After the bullying issue is resolved, continue finding ways to help the child who bullied to understand how what they do affects other people. For example, praise acts of kindness or talk about what it means to be a good friend.

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 our safeguarding and behaviour monitoring system, 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. Data with regards to 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

Report of child being bullied



Parent /Carer and /or child arranges meeting with /class teacher **(within 2 days)**

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



If this continues:

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



If this continues:

Senior member of staff
Directs to a variety of help strategies delivered by 'trained' personnel e.g.

- Restorative justice
- Mediation/counselling
- Anger management training & self help
 - Peer Mentor/Buddy support
 - External Agencies



If this 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

Kidscape

www.kidscape.org.uk

02077303300

Childline – advice and stories from children who have survived bullying

08000 1111

Bullying on line

www.bullying.co.uk

Parentline Plus – advice and links for parents 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.

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

Chatdanger - a website that informs about the potential dangers online (including bullying), and advice on how to stay safe while chatting 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

Know IT All for Parents – a range of resources for primary and secondary schools by Childnet International. Has a sample family agreement www.childnet-

int.org/kia/parents