

**Goonhavern Primary School**



**Nurture the seed and together we will grow**

# **Goonhavern Primary School**

## **Anti-Bullying Policy**

Approved by: Governing Body

Date: October 2020

Next review due by: October 2022

**Member of staff responsible:** Headteacher and Senior Leadership Team

**Rationale:**

Goonhavern Primary School will not tolerate bullying behaviour. We believe that every child has the right to be safe and happy at school and to be protected when s/he feels vulnerable. Bullying is dealt with immediately as it occurs in order to improve the safety and happiness of the pupils being bullied and to make clear to bullies that the behaviour is unacceptable.

**A definition of bullying**

There are many definitions of bullying but at Goonhavern School we consider it to be:

- Deliberately hurtful (including emotional, physical and verbal aggression)
- Repeated over a period of time
- Difficult for victims to defend themselves against

**Bullying can take many forms, but four main types are:**

- Physical – hitting, kicking, taking belongings
- Verbal – name calling, insulting, making offensive remarks
- Indirect – spreading nasty stories about someone, exclusion from social groups, being made the subject of malicious rumours.
- Cyberbullying - bullying that takes place over digital devices like cell phones, computers, and tablets. *Cyberbullying* can occur through SMS, Text, and apps, or online in social media, forums, or gaming where people can view, participate in, or share content.

**Procedures to follow – whom to tell, how to record bullying, sanctions**

For dealing with problems between friends and conflicts between children, pupils are taught to proactively take a three-step approach:

- 1 Say 'I don't like that', then walk away;
- 2 If the behaviour is repeated say 'I don't like that – if you do it again I will tell a grown-up', then walk away;
- 3 If the behaviour is still repeated immediately tell a grown-up.

Children are taught to use these strategies for dealing with physical, emotional or verbal violence and/or bullying:

- Immediately tell an adult if you, or someone else, is feeling unhappy at school for any reason;
- If you cannot tell an adult tell a close friend so that they can tell for you;
- Do not listen to other children who tell you not to tell. Bullies only grow stronger if they are not reported and they are scared of being discovered;
- Do not stand by whilst others are bullied. This helps the bully;
- Report any bullying you see or know about.

All adults in school will record any incidents of bullying or any significant incidents on MyConcern. This will allow the school to keep a record of all incidents and identify any patterns of behaviour or any repeated incidents.

Where there are any significant incidents or bullying is taking place, the class teachers (or a member of the senior leadership team) will involve the parents of the child being bullied and the parents of the child who is doing the bullying. This may be through a phone call, a discussion at the end of the school day, a letter home or a formal meeting.

Please refer to the behaviour policy for details regarding sanctions.

### **Intervention**

At Goonhavern School:

- We never ignore suspected bullying;
- We don't make premature assumptions;
- We listen carefully to all accounts;
- We try to adopt a problem solving approach which moves pupils on from justifying themselves;
- We follow-up at least 3 times in order to check bullying has not resumed.

### **Promotion of the school policy on bullying**

Every year a week will be dedicated to work on issues of bullying. This will take place via cross-curricular activities, story writing, drama, literature, assemblies, pupil led activities and, when appropriate, outside visitors.

In addition, work focusing on the issues of bullying/relationships will feature (at least once a term) in PSHE and in assemblies.

We believe that an important deterrent to bullying is the emphasis we place upon mutual support. To this end, pastoral information will be recorded by staff on MyConcern. Pastoral issues will be on the agenda for every staff meeting, both for teaching and support staff. Children will have an opportunity to raise behaviour issues at any time, including Circle Time.

### **Monitoring**

All incidents of bullying will be recorded on MyConcern which gives the Headteacher/Assistant Headteacher and PSA an overview. Incidents of racist bullying will be recorded and reported to the governing body on a termly basis and will be reported to the local authority.

Incidents of sexual bullying will be referred to class teachers so that if deemed necessary, appropriate for the age of children involved, issues of diversity and/or pupils' understanding of their use of, and impact of, homophobic language can immediately be explored.

Incidents of bullying of pupils with Special Educational Needs or disabilities will be referred to Goonhavern SENCO and Headteacher.

The Headteacher will keep records of bullying incidents for the entire time that a pupil remains in the school.

At the end of each year records will be reviewed. They will be surveyed to reveal:

- How frequently pupils have been bullied;
- How it has happened;
- How often they have bullied others;
- Whom they tell;
- What action was taken and by whom;
- Where bullying took place.

## Appendix A

### Written with School Council

- Treat all children fairly and equally. It is all too easy to jump to wrong conclusions about a situation. The children must be given an opportunity to explain their behaviour. Don't act on hearsay; only act on what you are sure you saw.
- Be friendly and approachable. Children need to see you as someone who is approachable and ready to listen to them. A cold or distant manner will stop them from approaching you.
- Give gentle reminders. Children often simply forget some rules e.g. running in the corridor. A gentle reminder is often all that is needed to correct this.
- Stay calm. Try to stay calm at all times. This will help you to remain in authority and be effective.
- Smile. Try and remember to smile at the children, they will then see you as someone warm and friendly.
- Try and chat. Be willing to chat to the children about their news, interest and activities.
- Give praise. Praise is more effective than criticism so try and use praise frequently.
- Give incentives. Use 'special stickers' and recommend children for extra special rewards in assembly.
- Be fair.
- Be polite. Set a good example to the children by speaking politely to them. Ask girls as well as boys to do the heavy jobs.
- Avoid getting into a confrontation.
- Don't argue with a child, this undermines your authority. Repeat your request calmly, then use the sanctions system.
- Help a child 'back out' of an awkward situation. If a child is deliberately rude ask them to repeat what they said; this allows the child to retract the statement or apologise. Accept any apology graciously and don't continue to scold.
- Don't shout. Avoid shouting at all times. If the noise level is high, use the raised arm/finger on lips signal. Never shout in anger.
- Don't use sarcasm. Don't belittle children by using sarcasm – this leads to resentment.
- Don't use labels. Don't give children negative labels such as, 'naughty', 'rude', or 'stupid'. Tell the child their behaviour is unacceptable, but remember labels 'stick'.
- Watch out for lonely or isolated children. Talk to them and try and involve them in games with the other children.
- Refer all good, or poor, behaviour to the school rules.