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Anti-bullying Policy

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Created by:	Acting Deputy Headteacher Miss B J Cook
Responsibility:	Safeguarding Committee
Reviewed by:	Governing Body / TRL Every Child Matters
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Signed:	

Mr Clive Norris

Chairman of Governors

ANTI - BULLYING POLICY

At Guillemont Junior School, we believe that the safety and happiness of our pupils is crucial to their development to their full potential. When pupils are bullied their lives are made miserable, affecting their self-confidence, self-esteem and their inclination to want to attend school. This in turn can give rise to long-term effects on emotional, physical and psychological health. The unhappiness of bullied children is likely to affect concentration and learning.

Unchecked bullying behaviour gives the wrong role model to other children, therefore at Guillemont we aim to provide a model for desired behaviour, through our behaviour code and to provide a framework for tackling bullying behaviour. Our objectives are to raise awareness of bullying behaviour and to establish preventative steps.

In working with our whole school community, pupils, families, non-teaching staff and Governors, as well as teachers, a whole school approach has been developed that links to areas of the curriculum and the behaviour code.

Assemblies and collective worship around the theme of friendship, conflict, power and trust, are used as a basis to promote acceptable social behaviour. Children take part in role-play scenarios where they can explore ways of reducing and preventing bullying behaviour. Pupils are taught to be assertive and to resolve conflict constructively in drama, PACE and SEAL lessons. In literacy, children explore issues concerning bullying and related issues through literature.

We define bullying to be:

- Deliberately hurtful behaviour
- Behaviour of this nature that is repeated over a period of time
- When it is difficult for the victim to defend themselves

Bullying may take many forms but the three main types are:

- Physical – hitting, kicking, taking belongings
- Verbal – name calling, insulting, racist remarks, use of sexual language, homophobic terms and comments about a child's relatives
- Indirect – spreading nasty stories about someone, excluding someone from social groups

Strategies to follow to combat bullying:

When an incident of bullying is reported, honest and direct discussion is encouraged between the child and his or her class teacher. Each child is given an opportunity to talk and keeps discussion focused on finding a solution and stopping the bullying from re-occurring.

Children are encouraged to find their own solutions to disagreements and a follow-up restorative meeting may be used to find out if the solution has been effective or not.

Minor incidents:

Sanctions will follow the behaviour code and children will be expected to apologise once the situation has been followed up.

Dealing with serious incidents:

In addition to the sanctions of the behaviour code, when bullying of another or damage to property is involved, each case will be considered carefully and an appropriate response will be given. This may involve contacting parents of both parties to the conflict. A record of the incident and the school's response will be kept.

Recording serious incidents:

Records of incidents should include:

- Who was involved
- Where and when it happened
- What happened
- What action was taken
- How it was followed up

The internal incident reporting form should be used for one-off disagreements between children and the county approved form will be used for serious incidents and bullying. Both sets of reporting forms will be monitored and reviewed termly by the Governors' Safeguarding Committee to identify patterns and trends and to review whether school measures are successful in keeping children safe.

Exclusion:

Exclusion as a response to bullying would always be a last resort - when no improvement has been made with a pupil's behaviour through other methods.