

**Gwladys Street Community Primary
& Nursery School**

Anti-Bullying Policy



November 2019

Golden Opportunities for Achievement and Learning

Gwladys Street governors and school are completely opposed to bullying and will not tolerate it. It is entirely contrary to the values and principles we work and live by;

SCHOOL AIMS

We want our school to be one:-

1. Where everyone has access to an engaging, creative and challenging curriculum that promotes a love of learning.
2. Where everyone feels safe, happy and secure in our learning community.
3. Where everyone works in partnership with the wider school community.
4. Where Golden Opportunities are provided in an Inclusive Setting.
5. Where everyone respects each other and works as a team to achieve our GOALS.
6. Where children develop lively, enquiring minds, self confidence and independence.
7. Where a healthy lifestyle and positive, spiritual and moral values are promoted.

We believe that children learn best in a happy, safe and caring environment and that it is the responsibility of all staff, pupils, parents and governors to promote this ethos. We demonstrate our commitment to the inclusion of all pupils by increasing the participation of children within the community and the school curriculum and continually seek to raise the standards of education for all within a culture that delights in celebrating individual achievement.

The Aim of this Policy

Our school is committed to promoting inclusion through the development of positive relationships and mutual respect and tolerance of difference

Everyone has the right to learn and work in an environment free from harassment and discrimination, where they feel safe.

To produce a safe and secure environment where all can learn without anxiety.

No one person, or group, whether staff or pupil, should have to accept intimidating / threatening behaviour, or abuse of any description.

We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our school.

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The school has a clear written policy on procedures to be followed in dealing with complaints about bullying.

We aim for this Anti Bullying policy to work in conjunction with our Parent Code of Conduct for Parents Policy and our Behaviour Policy which is based on the statements within Gwladys Street Community Primary and Nursery School Code of Conduct;

TEAM

- ☑ **T**rust, listen and respect
- ☑ **E**njoy everyday
- ☑ **A**chieve and believe in ourselves
- ☑ **M**ake everyone feel safe and welcome

Any incidents which are perceived as bullying will be investigated using school procedures.

When there are disputes children are encouraged through discussion to resolve differences and appreciate one another's point of view.

Our Code of Conduct for Pupils

The Code of Conduct clearly states what behaviour is acceptable and what is not acceptable, i.e. the school 'rules'. All children are expected to make a full contribution to the school and support the positive endeavours of all its members. Good behaviour and discipline are key foundations for good education. Without an orderly atmosphere effective teaching and learning cannot take place. Rules are essential for the benefit of all in any community and we try to keep these as simple as possible, but we do expect them to be kept. They are:

- We take responsibility for our own learning and help each other to learn
- We show respect to other people, their belongings, the classroom and the school environment
- We do what we are asked by members of staff and volunteers
- We are kind in our words and our actions
- We move quietly around the school in a sensible and safe manner • We wear the correct uniform at all times
- We are good role models for our school inside and out of school.

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Rewards, Sanctions and Positive Behaviour Management

At Gwladys Street we want the children to work hard and behave well at all times. To support this, we have visual systems in place to monitor and support positive and negative behaviour. Positive behaviour will be rewarded with:

- Praise
- Stickers
- Class dojo points
- Certificates
- Verbal and written praise
- Star of the day / week awards
- Special responsibilities/privileges
- Golden Table for positive lunchtime behaviour
- Golden Ticket Prizes
- Prizes/Visits from the Head teacher and Deputy Headteacher
- Positive verbal and written feedback to parents
- Child sent to other teachers or member of the SLT (Senior Leadership Team) to share good work/behaviour
- End of Year 6 Award Ceremony
- Additional playtimes
- Class rewards e.g. trips out or visitors into school

The school may use one or more of the following sanctions in response to unacceptable behaviour:

- Missing part/all of playtime and or lunchtime Negative 'dojo point(s)'
- A verbal reprimand Sending the pupil to another class teacher Child sent to the Learning Mentor and parent meeting arranged Child sent to Headteacher, Deputy Headteacher or member of the Senior Leadership Team
- Report Card / behaviour chart implemented by class teacher
- Individual and group intervention strategies
- In extreme circumstances e.g. if the learning of others is being continually disrupted, it may be necessary for a child to work individually or in a small group with the Learning Mentor and/or Learning Support Assistant.

For any pupils who are not of statutory school age, Gwladys St Governors expect full parent/carer support in managing challenging behaviour e.g. timetable variations depending upon the age and developmental needs of each individual pupil.

If a child's behaviour is continuously disrupting learning, and the loss of dojo points is having no impact, the class teacher should contact the Learning Mentor and/or SENCO for further support and guidance. Children who have specific emotional/behavioural issues will be given a B.P. (Behaviour Plan). The B.P. is shared with parents/carers and they are asked to sign this document. If a parent/carer does not return a signed B.P. then the document is posted to the home address.

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They may also receive additional support from Calm Central. Other services that can also be engaged are CAMHS, YPAS and local Sure Start. These services can offer advice or help to both pupils and parents.

What is bullying?

Bullying is a repeated and consistent action taken by one or more people with the deliberate intention of hurting another person, either physically or emotionally. A clearly proven and premeditative act of verbal and/or physical intimidation which leaves other children feeling either threatened or excluded from the normal culture of the school. Some forms of bullying are attacks not only on the individual, but also on the group to which he or she may belong within school we will pay particular attention to:

Type of Behaviour	Definition
Emotional	Being unfriendly, excluding, tormenting
Physical	Hitting, kicking, pushing, taking another's belongings, any use of violence 5
Racial	Racial taunts, graffiti, gestures
Sexual	Explicit sexual remarks, display of sexual material, sexual gestures, unwanted physical attention, comments about sexual reputation or performance, or inappropriate touching
Direct or indirect verbal	Name-calling, sarcasm, spreading rumours, teasing
Cyber-bullying	Bullying that takes place online, such as through social networking sites, messaging apps or gaming sites
Homophobia	When people behave or speak in a way which makes someone feel bullied because of their actual or perceived sexuality. Targeting their appearance, behaviour, physical traits or because they have friends or family who are lesbian, gay, bisexual, transgender, or questioning or possibly just because they are seen as being different.

Peer on Peer Abuse

Peer-on-peer abuse is abuse by one or more pupils against another pupil. It can manifest itself in many ways and can include bullying (including cyber bullying), physical abuse, initiation/hazing violence and rituals, sexting, sexual assault, gender-based issues and harmful sexual behaviours including sexual violence and sexual harassment. At Gwladys Street we believe that all bullying and peer-on-peer abuse is unacceptable

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and must be dealt with in this context. Abusive comments and interactions should never be passed off or dismissed as "banter" or "part of growing up". Nor will harmful sexual behaviours be dismissed".

Please refer to the Child Protection Policy for further details on peer-on-peer abuse and the management of allegations.

Examples of bullying are :-

- Name -calling
- Racist behaviour
- Sexist behaviour
- Making Threats
- Homophobic behaviour
- Hurtful remarks and personal comments
- Making people feel small
- Dares- making someone do something they do not want to
- Whispering about others
- Laughing at a hurt or upset person
- Preventing someone getting help
- Ignoring people and leaving them out
- Mocking differences
- Damaging work or belongings
- Hiding belongings
- Pressuring children to join in inappropriate behaviour
- Other behaviour that makes someone feel unhappy.
- Sexting
- Cyberbullying

Cyberbullying

New technology and social networking sites have provided a new medium for bullying, which can occur in or outside school. Cyberbullying is a 'method' of bullying, rather than a 'type' of bullying. It is a different form of bullying which can happen 24/7, with a potentially bigger audience, and more accessories as people forward on content at a click. It can take the form of any of the types of bullying, i.e. technology can be used to bully for reasons of race, religion, sexuality, disability, etc. We ask that you should report such bullying immediately to either the class teacher, Assistant Headteachers, Deputy Headteacher or Headteacher. As a parent or carer, you may wish to notify the police depending on the severity of the incident. We would also advocate that any technology using the internet should be supervised by an adult in the home.

Monitoring and review

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This policy works in conjunction with our Child Protection Policy, Behaviour Policy, Online Policy and our Parents Code of Conduct Policy. To ensure that everyone feels safe in our school. This policy is monitored regularly and the Headteacher provides the Governors with updates on a regular basis.

The Role of School

The school recognises that there may be incidences of bullying and endeavours to deal with these issues through Code of Conduct /P.S.H.E. / lessons / circle time.

- All staff have a consistent approach of the behaviour policy
- All staff try to minimise opportunities for bullying.
- To promote positive ways of dealing with each other.
- To deal quickly, firmly and fairly with any complaints, involving parents where necessary.
- Review the School Policy and its effectiveness.
- Class rules to be discussed and displayed - they should be few, simple and easy to understand.
- Encourage children to follow the School's Code of Conduct and treat everyone with respect. Every family receives a copy of the Code of Conduct on admission to the school.
- Ensure that the children are aware that bullying will be treated seriously and every possible action will be taken to make the school a safe environment for all children.
- Report incidences of Racist, Homophobic and Bullying to the LA
- To have Anti - Bullying weeks each year.
- Learning Mentor to offer support to the victim and the bully.

The Role of the Governing Body

The Governing Body supports the Head in all attempts to eliminate bullying from Gwladys Street. **The Governing Body will not tolerate any bullying at all and any incidents of bullying that do occur will be taken very seriously, and dealt with appropriately.**

The Governing Body requires the Head to keep accurate records of all incidents of bullying, and to report to the Governing Body on request about the effectiveness of school anti-bullying strategies.

The Role of the Headteacher

It is the responsibility of the Headteacher to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying. The Headteacher reports to the governing body about the effectiveness of the anti-bullying policy on a regular basis.

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The Headteacher with the support of all staff ensures that all children know that bullying is wrong, and that it is unacceptable behaviour at Gwladys Street CP & Nursery School. For example, if an incident occurs, the Headteacher may decide to use assembly as a forum in which to discuss with other children why certain behaviour is wrong. The curriculum is also used to share this message in classrooms. The Headteacher ensures that all staff receives training to be equipped to deal with all incidents of bullying.

The Role of the Teacher

Teachers and Teaching Assistants in our school take all forms of bullying seriously, and endeavour to prevent incidents from occurring wherever possible. They record all incidents that happen in their class on the online database and report persistent incidents they are aware of to the Headteacher or a member of the Senior leadership Team. If any members of staff witness an act of bullying, they do all they can to support the child who is being bullied, and will report the incident immediately to the either the Headteacher or a Senior Leader.

If, as teachers, we become aware of any bullying taking place between members of a class, we deal with the issue immediately. This may involve counselling and support for the victim of the bullying, and sanctions for the child who has carried out the bullying. We spend time talking to the child who has bullied: we explain why the action of the child was wrong, and we endeavour to help the child change their behaviour in future. If a child is repeatedly involved in bullying other children, we inform the Headteacher. We then invite the child's parents into the school to discuss the situation.

Teachers attempt to support all children in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.

The Role of the Learning Mentor

The Learning Mentor will take an active role in providing either strategies or mentoring support for both the victims of bullying and the perpetrator. They will be part of any meeting with parents and feedback on the progress within school. Our Learning Mentor will report to the Local Authority Racial and/or Homophobic incidents as part of our regulated duties.

The Role of the Parents/Carers

Parents/carers who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately so that appropriate investigations can be carried out.

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Parents/carers have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school.

The Role of the Pupils

Pupils are encouraged to tell an adult they trust if they are being bullied or feel they are being bullied. The adult will inform either the Headteacher, a Senior Leader or the Learning Mentor so that any investigations can be carried out. Pupils are also encouraged to tell an adult they trust if they witness / or know of another child being bullied.

Action to be taken when bullying is suspected

Headteacher / Deputy / Classteacher/ Learning Mentor will talk to the suspected victim, the suspected bully and any witnesses. If any suspicions are confirmed the school will endeavour to provide help and support for all concerned.

Support the victims:-

- provide an opportunity to talk about their experience with their class teacher / Learning mentor or another member of staff .
- Inform their parents / guardians;
- Offer continuing support when they feel they need it, ie someone to talk to;
- Follow one of the disciplinary steps below.

Support / sanctions for bullies:-

- Talk about what happened and try to discover reasons for involvement;
- Inform bullies parents /carers;
- Continue to work with the bullies in order to try and eradicate any prejudiced attitudes;
- Set up monitoring procedures and follow the School's Behaviour Policy.
- Record an account of any incidents on the online database.

Disciplinary Steps

- Formally warn any child who has been confirmed as a bully to stop their anti - social behaviour.
- Inform the bully's/bullies' parents / guardians and involve them if possible in the report card system and monitoring procedures.
- Follow the Behaviour Management guidelines.
- After every other avenue has been explored and in extreme cases, a pupil might be excluded from school for a short fixed period.

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Training

The school prides itself on ensuring that all staff receive up to date training in all aspects of their role. For example; E-Safety and Social Media, issues on gender, mental health and self-harming. This helps us to provide a varied curriculum that allows our pupils to understand and respect differences and create a safe and secure environment where everyone feels happy.

Complaints Procedure; (Please refer to our Complaints Policy)

- Make an appointment with either the Class teacher or Learning Mentor.
- Make an appointment to discuss the matter with the Headteacher; keep a record of the meeting.
- If this does not help, write to the Chair of governors explaining your concerns and what you would like to see happening.

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