

Lydeard St Lawrence Community Primary School

Anti-Bullying Policy

Introduction

This document is a statement of the aims and principles governing the promotion of a safe and happy school where children do not feel bullied. It is in line with the aims of the school.

We want to ensure that children enjoy coming to school and feel safe. Our Behaviour Policy makes clear the type of behaviour we expect in school. However we acknowledge that bullying may happen from time to time. Bullying is a wilful, conscious and repeated act which aims to hurt, threaten or frighten someone.

We listen to children and encourage them to tell us when they are not happy or have problems with other children. Not all of these situations are bullying and most can usually be dealt with quickly and simply by duty staff and class teachers.

Staff know the children very well and are encouraged to note any changes in behaviour and discuss this with the child and parent.

We encourage parents to tell us when children are unhappy as we can usually do something to help.

Circle Time, PSHCE, religious education and assemblies are times when the message that bullying is unacceptable is reinforced. Circle Time is a good opportunity for children to discuss behaviour they like or don't like without naming other individuals and for the whole class to work out solutions to help everyone feel secure.

Aims

To create an atmosphere in schools where everyone feels safe and secure in the knowledge that positive steps are taken to recognise and tackle bullying.

Who gets bullied?

It can be anyone but here are some examples of likely people:

- one who over reacts
- those who differ from the norm
- those with low self esteem
- those least likely to look after themselves
- those with co-ordination or hygiene problems
- those with poor or exceptional school achievement
- those with problems at home
- those with unusual names

We must also be aware that covert bullying can be happening to those whom we would least expect because of jealousy, competitiveness etc.

What can our school do?

We should foster an environment and culture where bullying has no hiding place by:

- encouraging open discussion of the subject through assemblies, discussion, drama, health education and Circle Time etc.
- getting across the message that reports of bullying will be treated seriously, dealt with promptly and followed up discreetly, to ensure no reprisal.
- responding to all parental concerns and involving them when bullying has taken place.
- by encouraging all responsible people to be alert to possible indicators and challenge any incidents.

We must take every opportunity to build up the self-esteem of all pupils so that there is no need for bullying to happen. In a climate where everyone feels valued bullying has no place.

Dealing with incidents

- Talk to the person or people who are bullied. It is better to ask about their feelings rather than the details of who did what as you can quickly become embroiled in disputed details. Ascertain who was involved. Ask them to list the people who might help to resolve the problem.
- Talk to the people who have done the bullying, separately or together to talk about the feelings of the person who is being bullied (probably without them being there). Do not dwell on the details of the incidents. Do not attribute blame but point out to the whole group that they can do something to improve the way a pupil feels.
- Write down the suggestions they make as to how they personally might improve things and thank them for their contributions. Arrange to see them the following week.
- In the meantime keep regular contact with the person who has been bullied to assure them of your support.
- Contact the parents of all involved.
- If these strategies do not work and the bullying continues the normal school behaviour policy sanctions would apply. The behaviour support team would also be contacted to help and offer advice to the school how to tackle the problem.

This policy was written with reference to the Frome Community Learning Partnership document and government and LEA recommendations.

Gill Stripp

Adopted by the governors 1ST October 2009

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