

## **DODFORD FIRST SCHOOL**



**Every Day, a Learning Journey**

### **Anti-Bullying Policy**

#### **Statement of Intent**

We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. If parents have any concerns about their child then we as a school openly invite parents to come in and discuss their concerns with either the class teacher or the head teacher. We believe that everyone has the right to enjoy and achieve in an atmosphere that is free from fear and that all of us have a responsibility to ensure that we do not abuse or bully others.

#### **What Is Bullying?**

Bullying is the calculated and often systematic, chosen actions of intimidation by a single child or group of children, towards one or more children. These actions usually happen with frequency over a period of time.

Bullying can be:

- Emotional      being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical        pushing, kicking, hitting, punching or any use of violence
- Racist            racial taunts, graffiti, gestures
- Sexual            unwanted physical contact or sexually abusive comments
- Homophobic    because of, or focussing on the issue of sexuality
- Verbal            name-calling, sarcasm, spreading rumours, teasing
- Cyber            All areas of internet ,such as email & internet chat room misuse  
Mobile threats by text messaging & calls  
Misuse of associated technology , i.e. camera & video facilities

#### **Why is it Important to Respond to Bullying?**

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

Schools have a responsibility to respond promptly and effectively to issues of bullying.

#### **Objectives of this Policy**

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.

- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.
- To help and support children displaying bullying behaviour to change their attitudes and understand why it needs to change.
- To promote emotional health and wellbeing across the whole school and for all members of our community to role model this in all situations.

### **Signs and Symptoms**

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school
- doesn't want to go on the school / public bus
- changes their usual routine
- is unwilling to go to school (school phobic)
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- has unexplained cuts or bruises
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated

### **Strategies for preventing bullying:-**

- School ethos – be supportive of each other, Whole School Prayer, values led assemblies
- Regular circle time, class council discussions
- Friendship stop/playtime activities/playground manners sign in the playground
- Social & Emotional Aspects of Learning (SEAL) programme and resources
- School behaviour and discipline policy, developed in consultation with the Pupil Forum and staff
- Good relationships with others pupil – pupil, pupil – staff, parents – staff, providing positive role models
- Focus groups for social play for children displaying behavioural difficulties
- Taking part in Anti-Bullying week, Safer Internet Day, E-Safety information for parents
- Awareness training for staff – safeguarding, AEN

### **Strategy for dealing with bullying / racist behaviour at Dodford First School:**

The following is a list of actions available to members of staff depending on the perceived seriousness of the situation. The emphasis is always on a caring, listening approach as bullies are often victims too.

- Discussions at length with the victim. This will require patience and understanding. Remember – Listen, Believe, Act.
- Identify the child/children exhibiting bullying behaviour. Obtain witnesses if possible. Advise the Headteacher.
- Discussions with the child/children exhibiting bullying / racist behaviour. Confront them with the details and ask them to tell the truth about the situation/incident. Make it clear that bullying is not acceptable at Dodford First School.
- If they own up, then follow the procedure outlined below and in the Behaviour and Discipline Policy.
- If they do not own up, investigate further. If it is clear that they are lying, continue with the procedure. Children usually own up if presented with all the facts.
- Separate discussions with parents of the child who is exhibiting bullying / racist behaviour and with the parents of the victim.
- Sanctions for the child who is exhibiting bullying / racist behaviour may include withdrawal from favoured activities, loss of playtimes, exclusion from school during lunchtimes, formal letters home from the Headteacher, meetings between staff, parents and children, exclusion from school (fixed term or permanent), depending on the perceived severity of the incident(s). Measures will be in line with the school's behaviour and discipline policy.
- Continue monitoring the situation by observing throughout the day and at playtimes/lunchtimes and having discussions with victim to ensure no repetition.
- As the behaviour of the child exhibiting bullying / racist behaviour (hopefully) improves, then favoured activities etc can be re-instated, and the child should be praised for good behaviour. This will rebuild the child's self-esteem, which may have been damaged after being caught bullying, or could have been low anyway, hence the bullying.
- Children are encouraged to discuss issues with their peers and their teachers through circle time. Advice and support from peers is given during those times.
- At all stages, written notes will be kept by the adult who is responding for the situation.
- An Incident Log file is kept in the Headteacher's Office where full details of the incident are kept. This includes, people involved, nature of incident, action taken and follow-up. (Next Step Case Management Tool devised by Worcestershire County Council).

In order to identify incidents of bullying and the identities of the children who are exhibiting bullying behaviour, at Dodford First School, we have agreed to carry out the following strategies:

- All staff watch for early signs of distress in pupils
- All staff listen, believe, and act.

### **The Zone System**

The Zone system of rewards and sanctions was introduced following training and discussion on Positive Behaviour Strategies. The zones are used to acknowledge behaviour (including attitude and perseverance) and should not relate directly to academic ability or achievement. All staff should apply the zone system consistently across the school. Further information on the Zone System is found in the school's Behaviour and Discipline Policy. If a child has a specific need or is deemed as 'vulnerable' then the zone system may be disapplied or adapted to suit that particular child. This will be done in consultation with the Headteacher, parents and class teacher.

### **Child Protection**

If child protection is a concern then safeguarding procedures will be followed.