

# **GEORGE STREET PRIMARY AND NURSERY SCHOOL**

## **Anti-Bullying Policy**



*Every Child Matters, Every Day Counts*

**Date: November 2024**

## **Together We Live, Learn and Value**

At George Street Primary School, it is our policy to work together to create a safe, stimulating, happy and caring learning environment. Bullying in any of its forms will not be tolerated. We aim to prevent and eliminate sexism, racism and homophobia in all sectors of our school life. Bullying can be brought to the attention of staff by the targeted individual, a friend, a parent or other interested people.

### **AIMS**

- To provide a safe and secure environment which is bully free for all our children to play and work in.
- To act swiftly and decisively when dealing with all reported incidents of bullying.
- To ensure all incidents are investigated and recorded.
- To monitor the effectiveness of all actions taken.

### **BULLYING-A DEFINITION**

Bullying occurs when an individual(s) persistently threatens to impose their will or power upon another or others against their wishes, with the particular aim of causing that person (persons) harm or distress

*'Bullying Behaviour involves an imbalance of power where a person or group of people repeatedly and intentionally cause emotional or physical harm to another person or group of people. Isolated instances of hurtful behaviour, teasing or arguments between individuals of equal power should not be seen as bullying'*

### **TORFAEN AGREED DEFINITION**

### **ACTS OF BULLYING**

These take place in the form of:

- Physical abuse
- Cyber bullying – use of the internet, emails and mobile phones
- Emotional abuse e.g. name calling, teasing, threats, excluding others from play etc
- Sexism
- Racism
- Homophobia
- Racial or sexual harassment
- Disability harassment
- Psychological abuse as in making gestures, gesticulating, facial warnings etc

### **SCHOOL RESPONSE TO BULLYING**

Our school adopts a “**zero tolerance**” approach to bullying in all its forms as we recognise that all children have a human right to be educated in an environment which:

- Is safe, caring and secure
- Values their views and opinions
- Shows awareness of all their needs

We have an active positive Behaviour Management Policy which promotes an anti-bullying message. There are very clear rewards and sanctions which support the anti bullying philosophy of the school. All staff are trained to identify early signs of distress in pupils

### **STAFF RESPONSIBILITY**

All school staff are urged to adopt the utmost vigilance in order to recognise acts of bullying at the earliest opportunity. Therefore, adult supervision must be evident especially during less structured sessions and in common areas such as cloakrooms and play areas around the school.

All school staff are urged to listen to every child who relates an incident which concerns acts of bullying, as often enough the very act of reporting an incident is comfort enough to children in most cases.

All incidents relating to bullying that are reported to staff are recorded and, where appropriate, are referred to the Headteacher/Deputy Headteacher. All confirmed cases of bullying are reported to the LA once per term.

Staff should **remember** that often the act of bullying is in itself, sometimes a cry for help by a child, and all actions against offending pupils will be relative to the individual circumstances in which the act occurs.

During staff and team meetings, staff frequently discuss key concerns about individual children so that all staff are aware of any potential bullying incidents so that they can keep a close eye on pupils at break times. Midday supervisors are also in daily contact with the Headteacher and Senior Leadership Team and report any concerns regarding bullying to them.

Staff should use a cross curricular approach to highlight bullying issues and in particular the school values philosophy and Jigsaw lessons help promote the anti-bullying message. Other activities include:

- Circle time activities
- Class Assemblies
  
- Discussion work and Drama
- School Council
- Worry Monsters

## **GUIDELINES FOR CHILDREN**

### **Dealing with Children who Bully Others – Strategies and Disciplinary Procedures**

Any child who is found to be bullying another child can expect the following interventions dependent upon the severity of incidents.

- Withdrawal from playtime periods
- A note or letter of apology to targeted individual
- Loss of privileges
- Interview and consultation with a member of senior leadership
- Involvement of parents in establishing clear strategies to deal with their child's behaviour
- Additional support from relevant agencies to identify and tackle the underlying causes of the bullying activity,

We feel that it is very important for us a school to leave avenues open for bullies to change their behaviour. We recognise that bullies often have a lot of distress in their lives and this can be a direct cause of their actions. The school actively works to promote the self esteem of the bully as this is often a causal factor.

### **Consequences – as part of the school Behaviour Management Policy**

- Time away from other pupils
- Withdrawal from favoured activities
- Pupils are brought to and fetched from school by parents/carers
- Fixed term exclusions-if early interventions have not worked
- Permanent exclusion in the event of extreme acts of violence

### **Children who feel they are being bullied-**

Children who experience acts of bullying are actively encouraged to tell an adult or friend that they can trust, either in or out of school **as soon as possible** after the act occurs.

### **Activities and Events that Support the anti-bullying message**

Children can nominate a trusted adult to act as a mentor.

Anti-Bullying Week

Anti-Bullying survey (Year 3 to Year 6)

Show Racism the Red Card Workshops

Working with the Police Liaison Service

Workshops and school events are regularly scheduled to deal with bullying issues

The school council and class councils are also encouraged to discuss the issue of bullying and how best to address it

### **Other Messages about Bullying**

It is important to distinguish between bullying and a falling out with friends. Bullying is a term that is often used inappropriately to describe a minor fall out. The children are taught through curriculum sessions and activities like Circle Time to distinguish between acts of bullying and minor incidents.

Lessons and messages to children about bullying will be given regularly in:

- Jigsaw lessons
- In school assemblies
- In Circle Time activities
- School/Class council meetings

Children will be encouraged to be as self assertive as possible to actively discourage any child who tries to impose upon them something they do not like.

### **GUIDELINES FOR PARENTS**

Parents are urged to report to the school as soon as they suspect their child as been a victim of bullying. Parents are invited to speak to the Headteacher by appointment to discuss any concerns that they may have.

We also urge parents to look for signs that suggest their child is a target of bullying.

Some of the most common signs include:

- Sustained periods of silence, withdrawal,
- Loss of appetite,
- Feelings of nausea or feigning illness,
- Reluctance to come to school-leading to attendance issues

The school will act positively when dealing with all reported incidents, and these will be recorded in line with Torfaen strategy guidelines. All incidents will be investigated thoroughly with the appropriate action taken, once the investigation is complete.

To assist investigations, it is necessary to have -

- Times and dates of incidents,
- Nature of bullying,
- Names or descriptions of children involved,
- Names or descriptions of any witnesses.

It is very difficult to take reasonable action when one word conflicts another.

We ask parents to be sensible when reporting incidences of bullying as sometimes these are confused with friends just falling out horseplay which escalates - usually children make up as quickly as they fall out.

Parents are invited to talk to staff about all their concerns as it is important that both the school and the parent support the child to alleviate any undue anxiety and to underline the message that the school will always listen and take appropriate action.

The school takes a zero tolerance stance against bullying and aims to communicate effectively with all parties concerned to ensure that any matters of dispute are resolved as quickly as possible.

### **MONITORING and REVIEW**

The policy will be monitored and reviewed annually as part of the school self-evaluation process. Staff, parents, pupils and governors will be consulted regularly on the contents of the policy and will be asked to make suggestions for improvements and amendments.

This will be done via Staff Meetings, Governor Meetings, Parent Consultation sessions and questionnaires, School Council meetings and through the school curriculum.

New staff and pupils will be informed of the school's anti-bullying policy as part of the school's induction process and details are included on the school website.