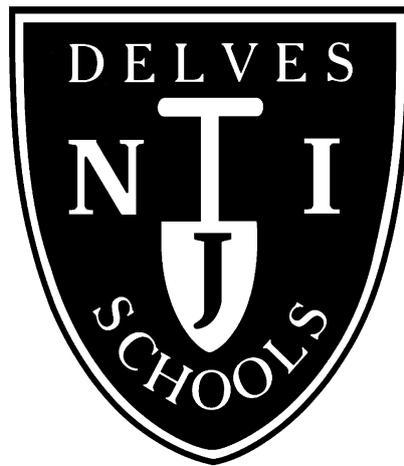


Delves Junior School



Anti Bullying

September 2015

DELVES JUNIOR SCHOOL

Anti Bullying Policy

Contents	Page
Statement	3
Our Aim	3
Our Objectives	3
What is bullying?	3
What's worse?	4
Prevention	4
Reinforcing positive behaviour	4
What to look for	4
What to do	4
The Learning Mentor	5
Behaviour Policy	5
Parental Involvement	5
Conclusion	5
Related Policies	5
Appendix	
Bullying Incident Report Form	6

DELVES JUNIOR SCHOOL

Anti Bullying Policy

Bullying is the wilful, conscious desire to hurt, threaten or frighten

Bullying is consistent physical or verbal abuse which results in an observable behaviour change in the victim

Statement

The Governors, Staff and Pupils actively discourage bullying of any form, working together to deal with any reported incidents as quickly as possible, communicating effectively with all parties concerned.

Our Aim

To actively discourage bullying in all its forms, and to create a secure environment in which everyone may work co-operatively.

Our Objectives

- To heighten others' awareness of the forms of bullying
- To establish a safe, secure environment where others may be encouraged to talk openly about bullying
- To educate others in dealing with problems incurred
- To deal with reported incidents as effectively and quickly as possible

What is bullying?

Bullying may be:

- Physical
- Verbal
- Non verbal/emotional

Physical	Verbal	Non verbal/emotional
<ul style="list-style-type: none">• Ganging up• Picking on• Breaking things• Making faces• Slapping/hitting• Prodding/poking• Pushing	<ul style="list-style-type: none">• Foul language• Criticism• Being spiteful• Name calling• Whispering• Keeping secrets	<ul style="list-style-type: none">• Leaving out/ignoring• Telling lies• Posting things online• Blaming others• Talking behind back• Pointing at• Writing notes

What's worse?

- I think bullying only lasts a few minutes. If someone is kicking, it can be painful. You can break bones.
- Non verbal is worse because they do things to you and say things to you, write about you and it hurts inside. Non verbal is worse because it stops with you for quite a time.
- I think non-verbal is not very nice when they hurt your feelings and you hurt inside and the feeling doesn't go away for a very long time. It stays with you.

Year 4 pupils

Prevention

"In primary schools a caring, co-operative ethos may be created through both personal and social education, and cross curricular themes. In addition to teaching social behaviour by drawing on incidents as they occur in the daily life of class, teachers need to assume an increasing role in teaching social skills in a conscious and systematic way."

Bullying: A Positive Response by Delwyn, Tattum & Herbert

Reinforcing Positive Behaviour

- Code of conduct
- Rewards system (Behaviour Policy)
- Communication
- Using the curriculum as a vehicle for reinforcing positive behaviour, encouraging children to work collaboratively and co-operatively

What to look for

Be vigilant. Look for:

- Early signs of distress
- Deterioration of work/behaviour
- Spurious illness
- Isolation
- A desire to be with an adult at all times
- Erratic attendance

What to do

- Investigate the claim of the victim and any witnesses. If appropriate ask them to record the incident in writing.
- Investigate the incident with the perpetrator. If appropriate ask him/her to record the incident in writing.
- Inform a senior colleague (for support).
- Record the incident on the Bullying Incident Form (*see appendix*).
- Counsel victim and perpetrator (bully) individually and then together until the situation is resolved.

- Link to sanctions (Behaviour Policy) if appropriate.
- A written contract of good behaviour may be useful.
- Monitor subsequent behaviour.
- If appropriate inform parents, keep a record of any dialogue.
- Where the bullying involves a group:
 - ⇒ Attempt to identify the main antagonists
 - ⇒ Involve the rest of the group in acceptable activities to isolate the ring leader and involve the victim
 - ⇒ Absorb the bully into the group
 - ⇒ Monitor subsequent behaviour

Remember:

- It is important to talk to all parties to try and resolve conflict

Think about:

- The role of the Learning Mentor

Mentor

The school has a Mentor who will work in an appropriate way with all parties. The Mentor is in a good position to follow up concerns and actions put in place. Parents and pupils may feel talking to a third party is of benefit. The Mentor can also monitor pupils at lunchtimes and playtimes and give constructive feedback.

Behaviour Policy

Whilst the Behaviour Policy does not prevent bullying it is nevertheless an expectation of pupils that they will behave well and with consideration for others.

Parental involvement

Parents are reminded through newsletters to inform their children that they must tell someone should they ever be bullied. Keeping information from School or from their parents will never help a problem be solved, and may prolong the period a victim has to suffer.

Parents may be asked to support strategies to solve problems.

Conclusion

Whilst there is little history of bullying at Delves Junior School, we believe one case is one case too many. Where necessary we will call outside resources such as Behaviour Support Service and others to support our actions.

Related policies

- Behaviour Policy



Bullying Incident Report Form

Name of Pupil: _____

Year Group: _____

Date: _____

Details of incident:

Incident reported to:

Action taken:

Signed _____ (Teacher)