

Downs Way School Anti-bullying Policy

Introduction

There are many definitions of bullying, but they all contain essentially the same description of persistent and deliberate physical, verbal, emotional, racial or sexual behaviour of an unacceptable nature towards an individual or group of children. (It also has to be borne in mind what bullying isn't. Not getting one's own way in a game does not necessarily constitute bullying.)

Bullying will not be tolerated at Downs Way and all incidents will be taken very seriously.

Dealing with bullying

Bullying occurs for many reasons and some behaviour, while unacceptable, occurs in ways which do not constitute bullying and this behaviour will be dealt with under our Behaviour policy.

Children or adults who are being bullied may not always be prepared to tell those in authority and when they do disclose what has been happening some people may feel that what they describe is not of a bullying nature. **If the recipient feels they are being bullied that is sufficient evidence to treat the case as bullying.**

Our school has a hierarchy of actions once bullying is reported and the action is the same in each case. It may be reported in several ways

- A child reporting they are being bullied,
- A child reporting someone else being bullied
- An adult reporting they are being bullied
- An adult reporting someone else is being bullied.

The Headteacher regularly reviews playground issues with the teachers, non-teaching staff including mid-day supervisors and with the children. Children are reminded about acceptable behaviour and about sharing and playing together. They are reminded that they should always tell the adults in the playground, their teacher or the Headteacher if anything is happening anywhere in school which they are not happy about, whether it is happening to them or to someone else. Stories and role play are sometimes used to help make the point.

Some children still find disclosing difficult and alongside this regular review, staff will monitor the children's behaviour and use their expertise and knowledge of the children to identify any change in their behaviour which might indicate bullying.

Anti-bullying action

If a child or adult has reported that they are being bullied the following action will be taken:-

Stage 1

- The problem will be taken seriously and will be investigated thoroughly and immediately.
- Class teacher or mid-day supervisor depending on the time of day, will talk to victim or victims, bully or bullies and to any witnesses. They will talk to each party separately and will keep written notes of some kind.

AT THIS STAGE, MORE APPROPRIATE OR ACCEPTABLE BEHAVIOUR WILL BE DISCUSSED AND AN APOLOGY ASKED FOR AND ACCEPTED.

Stage 2

- If the bullying persists, the Headteacher will talk to the victim(s), bully(ies) and witnesses and keep a written record.

AT THIS STAGE, REGRET WILL BE EXPRESSED BY THE HEADTEACHER AND AGAIN, MORE APPROPRIATE OR ACCEPTABLE BEHAVIOUR WILL BE DISCUSSED.

SOME STRATEGIES FOR THE CHILD BEING BULLIED TO AVOID SITUATIONS IN WHICH THE BULLYING OCCURS MIGHT BE OFFERED.

It may be decided to observe the behaviour of those concerned for a specified period, or the children may be asked to undertake a written or drawing task to reinforce the acceptable courses of action. The class teacher may initiate a reward system for a time to help modify the behaviour along more acceptable lines.

Stage 3

- If the bullying is not stopped by all the above actions the Headteacher and class teacher would ask to talk separately to the parents of the children concerned and discuss with them the evidence collected so far.
- Together we would decide on a strategy for each child.
- Any reports written would be available for parents to view.

AT THIS STAGE, FURTHER STRATEGIES FOR THE CHILD BEING BULLIED MIGHT BE DISCUSSED WITH AN OUTSIDE EXPERT.

FOR THE CHILD WHO IS BULLYING, A SHORT PERIOD OF WITHDRAWAL FROM PLAYTIME MIGHT BE SUGGESTED AND AN EXTENSION OF THE CLASSROOM REWARD SYSTEM INSTITUTED IN DISCUSSION WITH AN OUTSIDE EXPERT.

It is difficult to put a time scale on each stage because children and behaviours differ widely, but immediate action will be taken at any stage should there be an indication from the victim that the bullying has re-occurred.

Informing parents and Governors

Parents and Governors receive copies of all school policies either personally or on the information shelves in the Entrance Hall. There is also other literature about behaviour management and bullying

Newsletters regularly remind parents of where to find information and the action they should take in particular circumstances and at particular times through the year.

Parents have been told via newsletters and the school prospectus that if their child says they are being bullied or if parents suspect their child is being bullied, they should talk to the class teacher in the first instance as they would if they had any other concern.

Reviewed Autumn Term 2016

Next review Autumn Term 2019