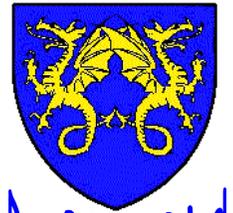


# DORE PRIMARY SCHOOL

## Anti-bullying Policy



Dore Primary School



What is bullying?

There are many definitions of bullying, but most have these things in common:

- ⊖ It is a misuse of power
- ⊖ It is deliberately hurtful behaviour
- ⊖ It can be repeated often over a period of time
- ⊖ It is difficult for those being bullied to defend themselves

Bullying can take many forms but three main types are:

- ⊖ Physical - hitting, kicking, taking belongings
- ⊖ Verbal - name-calling, insulting, racist, sexist, homophobic remarks, (cyber-bullying)
- ⊖ Indirect - spreading nasty stories about someone, excluding someone from social groups, negative body language, passing unpleasant notes

SCHOOL MOTTOS remind the whole school community that we stand firm against bullying.

***"There is no such thing as an innocent bystander."***

***"Live the Values and be a caring and responsible global citizen."***

***"I CAN make a difference. Together we can make a difference."***

***"We choose RESPECT!"***

***"We EMPOWER others!"***

Dore Primary School believes that the most effective strategy to combat bullying lies within the power of the majority of pupils to speak out against it. We seek to challenge bullying behaviour and to build and maintain an anti-bullying ethos in the school. Children can be taught to take an active stand against bullying behaviour. We wish to create a school environment where people feel secure, where they feel valued and where they can be happy working in a non-threatening atmosphere.

### AT DORE PRIMARY SCHOOL:

- The issue of bullying and the need to stand firm against it receives a high profile within the whole school community. The Safeguarding and healthy schools governors support the school with policy.
- The subject is tackled systematically, both in assembly, and in curriculum time, mostly as part of GUS Growing Up Skills (PSHE), E-Safety. Anti-bullying values and co-operative behaviour are actively promoted. Cyber-bullying is taken very seriously and is always followed up.
- The school works within a Values and Mottos Education framework based on the UN Convention of the Rights of the Child 1989 (CRC) which gives the whole school community a core vocabulary for dealing with personal and sensitive issues. The school is a UNICEF Rights Respecting School Level 2.
- Children in Year 5 receive tuition in conflict resolution through listening, communication and mediation skills. They are introduced to the technique of assertiveness.

- The Head or Deputy follows up more serious behavioural incidents and concerns from parents carefully and sensitively and records are filed in the HT's room.
- Parents are notified and involved in follow-up to the more serious incidents.
- Midday supervisors record incidents in a personal notebook and inform the Head or Deputy if concerned about an individual or a situation. 'Bullying Matters' is a standing item in termly MDS training. All school staff receive training to help deal with the issue of bullying.
- The school runs Circle of Friends groups to help both victims and bullies when necessary.
- Children may be given strategies to follow with behavioural targets, which are reviewed and updated.
- The school operates and records a system for 'Children of Concern' so that vulnerable children are monitored and reviewed regularly and information passed on at transition.
- Materials and resources to enrich the GUS (PSHCE) programme are updated regularly. The school uses the SEAL materials and takes part in the annual national anti-bullying week in November.
- Governors receive a report annually, which monitors the incidents of bullying, racism and homophobia within school.

**The school will:**

1. **respond to any bullying behaviour promptly and consistently**
2. **be committed to preventing and tackling bullying, including cyber-bullying**
3. **promote school values which reject bullying behaviour and promote co-operative behaviour**
4. **teach the children how to stand firm against bullying behaviour**
5. **involve the whole school community in implementing the anti-bullying policy actively and effectively. This will include children, families, all staff and governors**
6. **maintain, evaluate and review the policy annually and take part in National Anti-bullying Week**

**Procedure for staff and children to follow:**

- an incident must be reported to an adult
- the class teacher or midday supervisor will deal with some incidents. Every effort will be made to find a solution to the immediate problem. Strategies for the future will be given
- more serious incidents must be reported to the HT or DHT; cyber-bullying must always be followed up
- any bullying incident which is racist, sexual (including reference to sexual orientation, transgender), homophobic or which refers to disability must be reported to the Head or Deputy. Inappropriate use of the word 'gay' or lesbian to upset will not be tolerated and will be reported
- serious incidents will be recorded using a detailed pro forma: details of time, place, people involved, the incident, inappropriate language, racist or bullying, action taken and follow-up strategies
- parents may be contacted: parents **will be** contacted if a racist or homophobic incident is reported
- class teacher will be informed - midday supervisors may be informed

**Five key points for staff to consider when dealing with bullying:**

- A. never ignore suspected or alleged bullying
- B. don't make premature assumptions
- C. listen carefully to all accounts - several pupils saying the same does not necessarily mean they are telling the truth
- D. adopt a problem-solving approach which moves pupils on from justifying themselves - use rights respecting language from the CRC
- E. follow-up repeatedly, checking bullying has not resumed
- F. Serious incidents and incidents of racism or use of homophobic language including inappropriate use of the word 'gay' or lesbian **must be reported to the HT or DH.**