



PARKGATE

PRIMARY SCHOOL

Version	Date	Revision Author	Summary of Changes
2	2020	Mrs. V Ferguson	Update of policy to include new Principal.

Definition

Bullying can be defined as deliberate hurtful behaviour where it is difficult for the victim to defend him or herself. It can take many forms but the three main types are **physical** (e.g. hitting, kicking, theft), **verbal** (e.g. threats or name calling), or **indirect** (e.g. cyber bullying, spreading rumours, exclusion). If unchecked, it can be profoundly damaging to the victim in the short or long term and it can seriously disrupt or impair the capacity to learn and develop.

The United Nations Convention on the Rights of the Child 1990 states:
"Children have the right to be protected from all forms of violence (physical and mental). They must be kept safe from harm and they must be given proper care by those looking after them."

Aims

In Parkgate Primary School we aim to establish an ordered, friendly environment in which pupils feel valued, secure and happy. The school's Personal Development and Mutual Understanding (PDMU) programme, Pastoral Care Policy and positive proactive school ethos support the prevention of bullying by :

- Teaching/explaining/modelling the rules of acceptable social behaviour including the appropriate use of social media.
- Supporting pupils to develop the skills needed to form positive/empathic relationships.
- Providing opportunities for improving pupils' self-esteem, assertiveness and independence.
- Supporting pupils in expressing their own feeling and emotions.
- Supporting pupils in developing skills of co-operation, listening, sharing, recognising bullying and how to deal with it.

Pupil awareness

Pupil awareness regarding bullying and anti - bullying education will be increased by:

- Talks in assembly highlighting the need for understanding and fairness
- Class discussions/ Workshops using opportunities in the curriculum e.g. R.E., Circle Time, Drama, Health Education, Personal Development and Mutual Understand (PDMU).
- "Anti-Bullying Week" activities.
- Understanding and proper execution of the school rules.

Pupils will understand the following:

- Bullying is not allowed in our school.
- Everyone has the right to be happy in school.

- Tell the bully to stop.
- Bullying is not your fault. It is the bully who needs to change not you.
- Bullies may feel strong but they show they are weak.
- You can take a joke but not if it is hurtful.
- Tell an adult and tell quickly. The bullies will try to keep you quiet - this is their greatest weapon against you.
- Support other pupils who are being bullied.

Pupils will understand what they should do

- Do not suffer in silence - there is nothing wrong with asking for help.
- Do not hit the bully - you could be accused of bullying
- Always be truthful - do not exaggerate. If anything you say is untrue, then people may doubt your whole story.
- Do not believe the lies bullies tell. You know they are not true.

Staff awareness

All members of staff must have a commitment to prevent or eradicate bullying.

They must

- Emphasise that bullying is not allowed in our school.
- Watch for early signs of distress.
- Always be willing to listen and when necessary take action. Any reported incident of bullying should always be taken seriously and investigated sensitively/ fairly and calmly.
- Interview the bully and victim separately. Decide on an appropriate sanction for the bully in accordance with the school's Positive Behaviour Policy. The sanctions taken against a pupil who bullies will depend on the seriousness of the case. His/her future behaviour will be carefully monitored and if required a written daily report will be recorded until staff are satisfied that the problem has stopped. A withdrawal system is also used for pupils who continue to be disruptive in school. The length of withdrawal is determined by the pupil's behaviour.
- Inform the Principal, all members of staff and Supervisory Staff so that they can be vigilant at all times to the possibility of bullying occurring. Break time and lunchtime are times when bullying is likely to occur so constant proactive supervision, positive modelling/support and specific monitoring is necessary.
- Meet with the parents/carers of the bully and the victim, in separate meetings, if necessary and inform them of the incident, action taken or intended to be taken. Keep a brief account of each significant incident and minutes of the meetings. Action taken will depend on the individual circumstance.

- Provide support and protection for victims and emphasising that it is not their fault and helping them to assert themselves.
- Provide support for the bully appropriate to the specific circumstances.

The following procedures are considered best practice by the staff and the Board of Governors for the health and wellbeing of our pupils/staff at playtimes. These are closely monitored and evaluated by all appropriate staff and the Board of Governors

- Pupils will be encouraged to be proactive in telling Supervisory Staff if they think they or a fellow pupil is:
 - a. Unhappy
 - b. Injured
 - c. On the verge of venting their feelings in a physical manner
- Minor infringements of discipline/safety will be dealt with by Supervisory Staff.
- Supervisory Staff will inform the Principal of any serious infringements of discipline which have occurred during Break or Lunch Play times. These incidents will be recorded in the school's "Safe Guarding and Wellbeing. Playtimes Report Book." Appropriate follow up action will be taken and documented.
- Parents/carers will be informed of any serious infringement of discipline which has occurred during Break or Lunch playtimes via a meeting with the Principal and member of staff (in the role of secretary to take minutes).
- The Principal will ensure that any reported injury/occurrence e.g. bump, cut, fall etc./ e.g. sting, asthma attack, nosebleed etc. is attended to. All occurrences will be documented on a dated/ signed/numbered "Incident Report Slip" . A duplicate slip will be sent to a parent/carer. If there is an incident of serious injury or suspected serious injury the Principal will phone the parent/contacts provided on the school's Emergency Contacts list. When no contacts can be reached the Principal will summon an ambulance. The Principal will accompany the pupil/s to the hospital and provide comfort until a parent/carer arrives.
- Pupils will be regularly reminded of the following:
 - a) The role and responsibilities of the Supervisory Staff in protecting and safeguarding all pupils in their care
 - b) Give Supervisory Staff the same respect they give to you

- c) Actions always have consequences
 - d) Why they should take the correct course of action during a dispute in the playground
 - e) Why they should not retaliate
- If a parent / carer has a concern this should be brought to the attention of the Principal who will take appropriate action in line with the school's agreed procedures relating to Pastoral Care.

Parent awareness

- Teachers must encourage parents to take a proactive role.
- Parents should:
 - a) Watch for signs of distress in their child and be aware of the signs and symptoms of bullying.
 - b) Take bullying seriously and work in a positive partnership with the school.
 - c) Inform the principal of circumstances outside of school which may have a negative effect on their child in school.
 - d) Devise strategies to help their child to assert him/herself. Reassure their child that there is nothing wrong with him/her which justifies bullying.

Possible signs of bullying

- Pupils may:
 - a) be unwilling to go to school
 - b) be underachieving in school work
 - c) become withdrawn, start stammering
 - d) become distressed, stop eating
 - e) have unexplained bruises, scratches, cuts, etc
 - f) have clothes or books which have been destroyed/lost
 - g) refuse to say what is wrong

Monitoring and Evaluation

This policy will be reviewed every year or after any serious bullying incident to consider if any improvements are to be made.

Review Timescale

In order to ensure that this policy is meeting the needs of our school community positively and effectively, its content and implementation will be reviewed annually and revised when necessary.

Legislative changes may require that revision is necessary before the scheduled time. If this is the case, it will be overseen by the Principal, in consultation with the relevant parties.

Mrs V Ferguson
Principal

May 2020

To be reviewed: September 2020

This policy has been ratified by the Board of Governors of Parkgate Primary School, signed by the Chair of the Board of Governors and the Principal and is now accepted as school policy.