

# Pendock Church of England Primary School

## Anti-Bullying Policy



**Pendock CE Primary School is committed to safeguarding and promoting the welfare of children and young people and expects all staff, volunteers and members of our community to share this commitment.**

At Pendock we accept the responsibility for maintaining an agreed, acceptable standard of discipline and for regulating the conduct of our children.

The aims of our school are clearly outlined in our Mission Statement. We strive to provide a happy and safe environment for each child, where good learning can take place.

We would like all children not to become victims of bullying. We, therefore, endeavour to help all children to develop good self-esteem, the confidence to be assertive and to form good relationships with others. Our Behaviour Policy is based on the use of Christian values, positive reinforcement strategies, Assertive Discipline methods and providing choices.

There are appropriate procedures in place for dealing with persistent, difficult and disruptive behaviour. We work in partnership with parents to resolve any difficulties.

### **What is bullying?**

Bullying is perceived to be **repeated or persistent** forms of the following:

**Physical:** pushing, kicking, hitting, pinching, any other form of violence, verbal threats

**Verbal:** name-calling, sarcasm, spreading rumours, teasing

**Emotional:** excluding (i.e. sending to Coventry), tormenting (i.e. hiding books, threatening gestures), ridicule, humiliation.

**Racist:** racial taunts, graffiti, gestures

**Sexual:** unwanted physical contact or abusive comments

**Cyber:** threatening, abusive, tormenting, teasing messages or comments via the use of email, text message, messaging sites.

**Homophobic:** examples may be in the form of the above related to a person's actual or perceived sexuality. Guidance and support can be sought from Stonewall.

### **Aims**

Our policy aims to confront the problem of bullying in a positive way. This is both in terms of prevention and in the way we react should a case arise.

Research has shown that punitive approaches to bullying are not successful and

that methods that aim to change the behaviour of the individuals involved in a positive way are successful. Therefore when reacting to a case of bullying we will use an approach that does not include any punitive measures at any stage.

Each year we focus on "Say No to Bullying" as part of our Personal, Social, Health, Emotional and Citizenship curriculum and to support our focus on developing British Values through our mission statement "Pride in Pendock" and Christian values.

## **NO BLAME APPROACH**

The philosophy of this approach is that people acquire a feeling of well-being when they are doing something good for someone else. The bully is clearly supported by this approach and will raise his/her own self-esteem by being able to actively help the victim. The bully has not been exposed or punished and does not have all the associated feelings of anger or power that make him/her want to bully again. He/she will learn ways of doing something positive to help someone else and will learn to care about the well-being of the victim

### **GUIDELINES for the NO BLAME APPROACH**

**1** Interview the victim. Search for his/her feelings. Ask who is involved? What has been going on? How does that make you feel? Is it affecting the child in other ways? When do they think about it? Are they happy to come to school?

Tell the child that you want to help him/her and that you would like to set up a group of people who can help him/her with this problem. Tell the child that you are going to tell the group what has been happening and how that is making you feel. Reassure the child that by doing this you are sure that the situation will be made better. However, also check that the child is comfortable with all the things that you are going to say. Is there anything that the child is not happy about you saying? Arrange a special sign that the child can do to let you know how things are.

**2** Select a group of about six children. **This group will not include the victim.** The group should consist of a good mixture of children. It should include one or two of the victim's friends, the bully/ies and a couple of children who are known to you to be well-respected.

**3** Call a meeting of the above group. Explain that you have a problem and that you really want them to help you to sort it out. Explain the problem to the group by saying what has been happening to a child in school and how it is making him/her feel. Avoid using the word "bullied" but describe the actions and the results.

Emphasise the feelings and the effects that the actions are having. At this point the children may make suggestions of who the victim is and who the bully is.

Acknowledge that yes, that is the victim, but react to the suggestion of who the bully is by saying that you are not really wanting to know who has been doing it but that you want to help the child who is upset and that you really need all of the children in the group to think about how they can help the child to feel better. Ask what sorts of things they could do to make the child feel better? What can we do? Ask each child

in the group to make a suggestion. Write down the suggestions. Recap on the suggestions. Affirm that all are going to help make the child feel better if they carry out these suggestions. Introduce the notion of a special sign. From now on when the children see you in school ask them to give you a special sign to let you know that they have been carrying out the suggestions. Let the children choose their own sign—a smile, thumbs up, etc.

**4** Leave it to the children to carry out their suggestions.

**5** Monitor situation through use of special signs. Arrange separate meetings with :  
a) the victim, b) the group or c) individuals to discuss how things are going if deemed necessary. Often the smile on the child's face will say it all!

### **What to do if bullying continues**

Meet with Head to discuss further intervention and approaches. Refer to the guidance provided in the Worcestershire County Council Young Person Anti-Bullying Policy. Further guidance can also be sought from **Kidscape**.

Notes made on particular cases should be kept for future reference and a copy given to the Head teacher.

This policy was adopted by the Governing Body on 9th October 2007.

It will be reviewed annually and any changes submitted to the Governing Body for approval.

Updated: 19<sup>th</sup> June 2018

Reviewed by the full governing body: 5<sup>th</sup> July 2018

Next review: 2019