



Anti-Bullying Policy

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Aims and Vision

Gamlingay Village Primary promotes an enjoyment of learning, the highest possible achievement in all its forms and a sense of success for all learners.

We achieve this by providing:

- A stimulating and engaging curriculum with a strong emphasis on enjoyment.
- A curriculum that allows all children to develop their own individual strengths.
- A school which is flexible in the way it is organised in order to meet changing needs of groups and individuals.
- Encouragement to children to share their successes.

Our school aims

We aim to develop confident, articulate and responsible children through:

- Personal and social development
- Opportunities for participation
- A safe, health-promoting, secure and inclusive environment
- Valuing diversity and respecting the individual

Our school works alongside other community and local providers to support and meet local needs.

We expect good behaviour at all times and encourage pupil and parental voice in the development of the school. Our school aims to be an inclusive school where all children are welcome, feel happy and look forward to the school day. If a child has a disability they will be treated no less favorably than other children. Every child is different, and we view those differences as opportunities for adults and children alike to learn more about ourselves.

Staff and governors accept that occasionally our vision is hindered by the presence of bullying in our school. Our school community will not tolerate unkind actions or remarks, even if they were not intended to hurt. The staff of Gamlingay Village Primary will lead by example, and teach those in our care to treat others with respect. Our anti-bullying policy is strongly supported by our positive behaviour policy which is shared with parents and reviewed on an annual basis.

What is bullying?

The Government defines bullying as behaviour by an individual or group, used **repeatedly** over time, that **intentionally** hurts another individual or group either physically or emotionally. Bullying is the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online.

Bullying is always dealt with as a serious matter. All forms of bullying are recorded and monitored. Logs are kept with on MyConcern, and are monitored by the Headteacher.

Pupils understand that this behaviour is not tolerated.

In order to reiterate this message and ensure that 'one off' incidents are dealt reasonably and appropriately we teach the children that in order to be bullying it has to be:

Several Times On Purpose (STOP)

and in order to deal with the problem they have to

Start Telling Other People (STOP)

What are our aims?

- To make sure that everyone in our school community knows what bullying is;
- To reduce bullying incidents in our school through positive modelling of behaviour and ensuring children know how to deal with a situation if they feel they are being bullied;
- To ensure that incidents are disclosed and dealt with quickly and appropriately by a responsible adult, with sanctions in line with the behaviour policy.

Bullying can take many different forms and can be related to:

- Race, religion or culture
- Special educational needs or disabilities
- Appearance or health conditions
- Gender or sexuality
- Home circumstances

This policy aims to produce a consistent school response to any bullying incidents that may occur.

The Role of School Governors

- The Governing Board takes a strong stance regarding any bullying that happens at Gamlingay Village Primary. Any incidents that may occur will be taken very seriously and dealt with appropriately. The Governing Board monitors any incidents of bullying that may occur and reviews the effectiveness of the school policy regularly. The governors require the Head teacher to keep accurate records of all incidents of bullying and to report to the governors on request about the effectiveness of the school anti-bullying strategies. In line with the complaints procedure the Governing Board responds within ten days to any request from a parent to investigate incidents of alleged bullying however parents are always advised to approach staff in the first instance.

The Role of the Head teacher

- The Governing Board supports the Head teacher to implement the school anti-bullying policy and to ensure that all members of staff are aware of the policy and know how to deal with incidents of bullying. The Head teacher reports to the Governing Board about the effectiveness of the anti-bullying policy on request.
- The Head teacher ensures that everyone knows that bullying is wrong and that it is unacceptable behaviour in school.
- The Head teacher ensures that all staff receive sufficient training to be equipped to deal with any incidents of bullying
- The Head teacher, together with the staff, sets the climate of mutual support and praise for success, so bullying is less likely. When people know they are important

and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

The Role of the Staff

- In collaboration with the Head teacher, staff ensure that children know that bullying is wrong and that it is unacceptable. Staff in our school take all forms of bullying seriously and intervene to prevent incidents from taking place.
- If staff witness bullying, they do all they can to support the child who is being bullied, informing the parents when necessary.
- **An anti-bullying log is kept and all incidents of reported / perceived bullying must be logged with the Headteacher. All staff are expected to fill this in, and to bring concerns to the attention of the Head teacher.**
- If staff become aware of an incident of bullying, the issue is dealt with immediately and may include providing support for the victim. The child who has carried out the bullying will be spoken to and reasons why the action was wrong will be explained to them. Staff will try to help that child change their behaviour in future but immediate sanctions will be imposed in line with the school Behaviour Policy. If behaviour continues, the Head teacher and Special Educational Needs and Disabilities Co-ordinator [SENCO] will become involved to help the child manage their behaviour in a more positive way. The child's parents will be invited to discuss the problem and agree strategies. These may include seeking advice from external support agencies.
- On occasions staff may attend training, which enables them to be equipped to deal with any incidents of bullying.
- Staff attempt to support the children in their care and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying. Behaviour management strategies can be found in our school Behaviour Policy.

The role of parents

Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately.

Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school.

All staff at Gamlingay Village Primary are aware of the importance of being proactive in dealing with such incidents. The nature of bullying is that it often takes place secretly in places where supervision isn't constant e.g toilets, cloakroom areas and less visible parts of the playground.

Staff use the following strategies to prevent bullying:

- Ensuring the playground is monitored at break-times - children are never allowed in the playground unsupervised;
- Monitoring the toilets, corridors and cloakrooms during break;
- Being aware of children leaving the classroom during lessons;

- Being watchful of all children, getting to know them and being aware of any change in behaviour;
- Discussions with School Council;
- Observing children's behaviour and friendship patterns;
- Parents meetings and parents evenings;
- Information sent out to parents;
- Assemblies;
- Occasional whole school focus days to look at the issue of bullying.

Reactive Strategies

- Clear procedures for reporting, recording and tackling bullying;
- Immediate removal from the playground/classroom of any child involved in a serious incident;
- Circle Time;
- Support /mentoring programmes/social skills groups

What should the child do?

Bullying is always dealt with as a serious matter. All forms of bullying are recorded and monitored. Pupils understand that this behaviour is not tolerated. To make it simple the children are taught: STOP:

Several Times On Purpose Start Telling Other People

- Tell a teacher, they will report it and every incident will be investigated;
- Be assertive - try to stand up for yourself;
- You should not keep it a secret and you should not be ashamed;
- Do not think that only violence is bullying - hurtful whispering or ostracizing is very upsetting and can make children miserable.

Helping victims

- Encourage them to talk about what has happened
- Make a list of what could be said in response
- Teach them not to respond, if appropriate
- Draw or write about feelings
- Eliminate any obvious causes of bullying.

Helping the bully

- set clear limits and write them down if necessary
- explain the penalties
- work on self-esteem, bolstering any good behaviour
- don't allow excuses
- ensure bully apologises - face to face
- reward good behaviour
- set goals (one day - one hour at a time) regarding self-control
- help him/her to know what to do

- have time out if appropriate
- practice stress control - deep breathing, counting up to 10 etc.
- role play situations
- reinforce that it is good to walk away
- NEVER allow bullying behaviour to be reinforced.

Parental Complaints Procedure

If parents are unhappy at any time with how their child's incident is being dealt with or have concerns about their child's wellbeing at School they should firstly contact their child's class teacher. If they still feel unsatisfied then the Senior Leadership Team should be contacted and a meeting should be arranged. (See Complaints Procedures)

Monitoring and Review

- This policy is monitored by the Head teacher, who reports to the governors about the effectiveness of the policy.
- This anti-bullying policy is the responsibility of the Governing Body and they review its effectiveness annually by examining the school's anti-bullying logbook and by discussion with the Head teacher and SENDCO.