

## Our aim

At Toft Hill Primary we aim to work effectively against bullying. We know there are times when bullying may occur and this can be distressing to all concerned. We want to protect those who are being bullied and to counsel those who bully, making them aware of the consequences of their behaviour and to teach them there is a better way to behave. We aim, as a school, to produce a safe and secure environment where all can learn without anxiety, and measures are in place to reduce the likelihood of bullying.

## What is bullying?

DfES guidance defines bullying as actions that are meant to be hurtful, and which happen on a regular basis. Bullying can be direct (either physical or verbal) or indirect (for example, being ignored or not spoken to).

We can define this as...



## Bullying can be .....

- physical or verbal
- emotional or psychological
- racist or sexual
- online/cyber
- premeditated
- taunting, teasing, physical abuse, harassment, intimidation or extortion
- sly and underhand
- intended to hurt or make the victim uncomfortable
- Establishing some sort of power over the victim. E.g. greater physical strength (over a younger child); greater numbers (a group onto one); knowledge to inform
- indirect, spreading lies and nasty stories or excluding someone from social groups
- frequent and long-term, or infrequent – in both cases it should be taken seriously



## Bullying is not .....

- A one-off incident
- Two children arguing or having a fight
- Friends falling out, arguing and name-calling



Our school embraces and respects diversity and equality. We promote and accept differences between people. We ensure that individuals are treated fairly and equally, no matter their race, gender, age, disability, religion or sexual orientation.

## Possible signs of bullying: What to look out for.

Behaviour of children and young people is not always easily understood. Changes in behaviour may have many causes. Being bullied can be one reason why a child or young person's behaviour changes. There is a need to be alert to the possibility of bullying occurring. Some signs which need to be investigated sensitively may include:

- Being frightened to walk to or from school
- Being unwilling to go to school
- Absence from school
- Asking to be driven to school
- Changing their route to school
- Schoolwork beginning to be affected
- Coming home with books or clothes damaged
- Fear of a mobile ringing or of websites
- Being withdrawn, clingy, moody, aggressive or emotional
- Becoming distressed, having sleep or appetite problems
- Crying themselves to sleep
- Having nightmares
- Unexplained bruises or scratches
- Behaving in immature way e.g. revert to thumb sucking
- Having difficulty concentrating
- Complaining frequently of illness
- Significant behaviour change, including attention seeking behaviour
- Remaining close to teachers or supervisory staff

**It must be remembered that some victims reveal no outward signs, and that some of these signs can also point to other problems, and *may not* be linked to bullying.**

### How will bullying be dealt with?

An incidence of bullying is dealt with seriously, but with an emphasis on a caring, listening approach to both victims and bullies. If bullying is either reported or suspected we will:

- Ensure the safety and well being of the children
- Respond calmly and consistently
- Talk to the victim, witnesses and record all information fully
- Talk to the suspected bully, attempting to identify reasons for the bullying, and discover why they have become involved; making it clear bullying will not be tolerated
- Inform parents of both victim and bully and work with them to resolve any issues
- Follow procedures in the Behaviour Policy and establish an agreement with pupils on how issues can be resolved
- Allow children time to resolve issues
- Follow up with further work to support pupils, where required, individually or together
- If the incidents persist and are causing a health and safety issue then the Head Teacher could instigate exclusion procedures (referring to school Behaviour Policy)

### Ideas for supporting a victim of bullying

- Encourage them to talk, to discuss, draw and write about feelings and to ask for help
- Teach them to say no; practice this
- Consider possible, strong responses to being teased and how to cope e.g. role play
- Make a list of what has been said or could be said. Learn some good responses
- Act out ways to deal with the situation
- Encourage the victim to stay with friends and avoid isolation
- Refer them to a trusted adult

### Ideas for supporting a child that bullies

- Work with the bully to see if they have ideas about why they do this – what would help them stop
- Reassure them it is their behaviour you do not like, not them
- Develop an action plan for change
- Set clear limits and goals and record these
- Explain penalties and sanctions
- Bolster and praise good behaviour
- Do not allow excuses? Ensure they apologise face to face and explain what they are sorry for
- Have a time out area
- Role play situations
- Try to establish any underlying reason for the behaviour



### How do we work to prevent bullying taking place?

- Bullying is regularly covered through the PSHCE curriculum. Children are taught how to resolve conflict and about good behaviour and positive relationships
- We have comprehensive policies on behaviour management enforced by all staff
- Assemblies – much work is done to help children reflect on moral and social development
- Anti-bullying week – held annually to help focus the children on what they can do to help eradicate bullying
- Cyber-bullying is covered through termly e-safety lessons. These are a feature of ICT teaching in all year groups

## Toft Hill Primary School



## Anti-Bullying Information



Helpful information for Families.