

Corby Old Village Primary School.

Anti-bullying Policy

Here at Corby Old Village Primary School we aim to achieve positive behaviour in all pupils through self-discipline. We believe that right from the start of their education at Corby Old Village Primary School children should realise and accept that unkind behaviour towards others will not be tolerated by any member of staff anywhere in the school. Our aim has been to establish and maintain a “family” atmosphere in which every pupil feels a responsibility towards the creation of a caring, well –ordered society. We endeavour to achieve this through making each child feel valued and respected – positively re-enforcing good behaviour and creating opportunities for celebrating achievements and by being clear and consistent with children about the types of behaviour we expect. It is our belief that children who feel valued and respected within the community of their school and who see the adults around them maintaining the boundaries of good behaviour and being consistent in their dealings with anything which veers from it, will have few difficulties in reporting bullying incidents or in seeking help.

We instil in the children an aversion to bullying and racial harassment through our assemblies and in classroom teaching and discussion throughout the school. However there may be pupils from time to time who, despite our best efforts, demonstrate anti-social or bullying behaviour.

By bullying we mean deliberately hurtful behaviour often repeated over a period of time, towards pupils, parents or staff who feel unable to defend themselves against an individual or group who they feel have some sort of power over them. It may take many forms:

Physical – hitting, kicking, spitting, taking belongings.

Verbal – name calling, insulting, racial remarks.

Indirect – spreading nasty stories about someone, including by text message or email, excluding someone from a social group.

Types of Bullying:

- Social Class
- Sexuality
- Race
- Disability
- Above and Below average ability
- Gender
- Religion
- Physique
- Difference

All members of the school community have been involved in the forming of our school’s bullying policy and any new staff members will be made aware of its existence. Familiarity with this policy should ensure a consistent approach to bullying be maintained.

If a child is being bullied they should

- Remove themselves from the situation
- Tell an adult immediately (lunch time supervisor, teacher, learning mentor, teaching assistant)

- Put a note in the worry box by the Learning Mentor room
- Explain what has happened
- How often
- Where it happened
- Who saw it happen
- **Staff will take the following action on incidents of bullying.**
 - The Head teacher will be informed immediately of any report of bullying from a parent or a child.
 - All teaching and ancillary staff will then be informed.
 - The children involved will be spoken to separately and then together to clarify the situation, and bring it into the open.
 - The children involved will be closely observed by staff or supervisors on all occasions when contact is possible in school and relevant incidents reported to the Head teacher.
 - These observations will be reviewed at the end of the week and if the situation has not been alleviated, the bully's parents/guardians will be informed of the problem and invited to discuss its solution.
 - Parents/guardians of the child who is allegedly being bullied will be kept informed at each stage

Sanctions

- The cause of the bullying should be determined if possible and sanctions should be appropriate.
- The child who is bullying should be prevented from having direct contact with his/her victim at playtimes if there is an indication that they are under threat.
- The Learning Mentor will work with the pupils involved.
- If necessary, the bully will be sent home at lunch times.
- In extreme cases, after all the above procedures have been followed, the bully will be suspended for an appropriate period and the parents asked to come and draw up a Pastoral support programme with involvement from the Education Welfare Officer.
- Incidents of bullying will be recorded by the Head teacher and can be accessed upon request by school staff.

What parents/guardians should do if their child has been bullied.

- Talk calmly with your child about his/her experience and assure them that they have done the right thing in telling you about the bullying.
- Explain to your child that should any further incidents of bullying occur, he or she should report them immediately to the nearest member of staff.
- Parents or guardians should contact their child's class teacher as soon as possible and arrange a time to explain the problem your child has been experiencing as specific as possible – dates, places and names of other children involved.
- Parents/guardians should stay in touch with the school letting them know if things improve as well as if the problem continues.
- In the unlikely event that this has not helped to sort out the problem or if you feel that your concerns are not being properly addressed by the class teacher, you should make an appointment to discuss the matter with the Headteacher.

- From here the next step would be to write to the Chair of Governors at Corby Old Village Primary School explaining your concern and what you would like to see happening. In the last resort, contact The Director of Children and Young Peoples Services.

If your child is bullying other children

Children sometimes bully other children because they are copying older brothers or sisters or other family members. Many haven't learnt other, better ways of mixing with other children. Some are encouraged, by friends, to bully. Some children going through difficult times or changes at home may act out their aggressive feelings by bullying others.

Parents/guardians should talk with their child and explain the hurtful effects of their behaviour and be clear with them that this is not acceptable. They should also offer praise and encouragement when he/she is co-operative or kind to others. Discourage other family members from using bully/aggressive behaviour to get what they want and try to find ways to encourage your child to join with other children without bullying. Talk to your child's class teacher on a regular basis supporting any action plan which has been implemented to enable your child to improve his/her behaviour and social skills. Please try to remember that this is in your child's own best interests. Children who bully others are rarely happy children.

Children who are being bullied.

Try to be firm and clear. Look them in the eye and tell them to stop, get away from the situation as quickly as possible and tell the nearest adult what has happened straight away. Talk to your class teacher about what has happened – you may want to take a friend with you for support. Talk to your family about it. Remember, the bullying is not your fault.

Strategies for preventing bullying

- Positive play peer ambassadors to encourage appropriate play.
- Positive Play after school club to develop individual playground skills.

Staff responsible for monitoring incidents of bullying are the Head teacher Mrs Helen Williams and Mrs Lynne Myles, Learning Mentor.

This policy was reviewed October 2011 on a two year cycle.

Review date: October 2013