



Anti-Bullying Policy

Courtney Primary School

Date Reviewed: October 2016 by Deborah Wood

Date Ratified:

Review Date: March 2017

Signed by:

Position:

Definition

At Courtney Primary we accept the following as a definition of bullying:

Bullying is when someone (or a group of people) picks on you, hurts you, calls you names, threatens or says nasty things about you, takes your things and friends away **and keeps on doing it**, making you feel frightened and/or unhappy. **STOP - Several Times On Purpose**

It can be:

Physical - hitting, kicking, spitting, tripping someone up, stealing/damaging someone's belongings, etc.

Verbal - name-calling, insulting a person's family, threats of physical violence, spreading rumours, constantly putting a person down, etc.

Emotional/psychological - excluding someone from a group, humiliation, creating a feeling of danger, etc.

Racist - insulting language/gestures based on a person's actual or perceived ethnic origin or faith, name-calling, graffiti, racially motivated violence, etc.

Sexual - sexually insulting language/gestures, name-calling, graffiti, unwanted physical contact, etc.

Homophobic - insulting language/gestures based on a person's actual or perceived sexuality, name-calling, graffiti, homophobic violence, etc.

Electronic - bullying by text message, bullying on the internet (in chat rooms, on bulletin boards and through instant messaging services), hate websites, etc.

Bullying is the abuse of power by one person or a group over another.

All of the types of behaviour listed above are unacceptable and will not be tolerated at this school.

Aims

The Governors and staff at Courtney Primary School believe that bullying damages the way people feel about themselves, lowers self-esteem, increases fears for safety and may affect their life as they grow up. It is an aim for everyone to:

- Not be scared to come to school
- Feel able to trust one another
- Expect people to be kind
- Not be made fun of
- Not be made sad
- Have friends
- Feel safe

Procedures

The following, consistent approach should be used when investigating allegations of bullying:

1. If bullying is suspected or reported, the member of staff who has been approached will discuss the incident with the victim and ascertain whether bullying has indeed taken place (as defined by this policy) or whether the child has been upset by a breach in the rules, which can be dealt with in accordance with the school Behaviour Policy.
2. Once an incident of bullying has been established, a clear account of the incident/s will be recorded and given to the head teacher / deputy head teacher. The head teacher will keep a confidential record of accusations of bullying, although these will not be passed on to any other party.
3. The head teacher / deputy head teacher will attempt a resolution where the "bully/s" empathises with the feelings of the victim and agrees to alter their behaviour. This will be considered a notice to stop, where the perpetrator can alter their behaviour without sanction in addition to those applied for breaches in the Behaviour Policy. Parents/Carers will be informally informed at this point, usually by phone, to reassure them that the matter is being resolved.
4. Should further incidents occur, all children involved will then be re-interviewed and the Parents/Carers informed. Should conflicting reports of the incident be reported, the Head teacher

will determine what has occurred on 'the balance of probabilities'. At this point, sanctions may be applied to the perpetrator/s in line with the school's Behaviour Policy.

Prevention

We will use various methods for helping children to prevent bullying. As and when appropriate, these may include:

- using SEAL resources
- whole-school involvement in an annual 'Anti-Bullying Week'
- writing a set of school rules
- signing a behaviour contract
- writing stories or poems or drawing pictures about bullying
- reading stories about bullying or having them read to a class or assembly
- making up role-plays
- having discussions about bullying and why it matters
- work of the School Council to identify areas to develop
- pupil conferencing
- staff being vigilant and also approachable

Conclusion

Courtney Primary takes bullying seriously. Pupils and parents should be assured that they will be supported if bullying is reported.