

Girton Glebe Primary Anti-Bullying Policy

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Girton Glebe Primary

Anti-Bullying Policy

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Document Control

New Version Number	Key changes from previous version	Date of ratification

Bullying

Bullying is defined as persistent, deliberate attempts to hurt or humiliate someone. One-off incidents, whilst they may be very serious and must always be dealt with, do not fall within the definition of bullying. Bullying is repetitive, meaning either that an individual conducts the same pattern of bullying behaviour towards different children or that one or more children are targeted to bear the brunt of repeated bullying behaviour from an individual or a group. Bullying can be carried out physically, verbally, emotionally or through the use of technologies.

Bullying can include persistent, deliberate attempts to hurt or humiliate someone through the following ways:

- Emotional - Excluding and tormenting others
- Physical - Pushing, kicking, hitting, punching or any use of violence
- Racist - Racial taunts, graffiti, gestures
- Sexual - Sexual harassment in any form is bullying e.g. unwanted physical contact, sexually abusive comments
- Homophobic - Because of, or focusing on, the issue of sexual orientation
- Verbal – Name calling, sarcasm, spreading rumours, teasing
- Transphobia – Irrational fear of, aversion to, or discrimination against transgender people
- Cyber - All types of communication technologies, such as e-mail, texting, messaging and social networking
- Prejudice - On the grounds of different interests (or difference/inferior economic status) i.e. children can be bullied for being interested in things considered 'uncool' by a group or 'in-crowd'
- Prejudice against children with SEND

Bullying in any form is unacceptable. It can occur in any school institution, even the most caring and is always unacceptable and will be dealt with. The school is strongly committed to ensuring that bullying does not take place. Where issues of bullying take place out of school and the school is made aware of this, then it would be necessary to act on that information to ensure the positive welfare of children in the school. It may be that parents (or other agencies such as the police) are contacted to pass on information that has been given to the school. It may also, on occasion, be necessary to take some action in school to ensure good conduct of children.

The school e-safety guidance also sets out how children can keep safe when online or using electronic media and how the school may respond in instances involving inappropriate use of such media.

How issues of bullying may be followed up

If bullying is found to occur, it must always be dealt with. When staff are aware of this they must always follow it up, either directly or through referral to a member of the Senior Leadership Team. It is usually the case that issues of bullying or potential bullying would be highlighted to the class teacher. Where verbal and/or physical bullying occurs, the sanctions would be in line with the Behaviour Policy. Appropriate sanctions will be used for any other forms of bullying.

The aims must always be:

1. To stop the bullying
2. To support the victim
3. To change the behaviour of the person bullying
4. To bring some form of reconciliation between the offender and victim

Action to be taken when bullying is suspected:

If bullying is suspected we talk to the suspected victim, the suspected bully and any witnesses. If any degree of bullying is identified, the following action will be taken: -

We support the victims in the following ways:

- By offering them an immediate opportunity to talk about the experience with the children involved in the bullying and with an appropriate member of staff
- By informing the victims' parents
- By offering continuing support when they feel they need it
- By taking steps described below to prevent more bullying

We also discipline, yet try to help the person bullying in the following ways:

- By talking about what happened, to discover why they became involved
- By informing the parents of the offending behaviour
- By continuing to work with the offending student in order to correct their bullying activities and attitudes
- By taking disciplinary steps described below to prevent more bullying
- By working with children to achieve restorative justice

Disciplinary steps for a student involved in bullying:

- They will be warned officially to stop offending and appropriate sanctions will be given, depending on the individual circumstances
- The parents of the offending child will be informed
- Issues involving bullying will be logged and these logs will be reviewed to check for patterns and trends
- As with any persistent poor behaviour, an escalating scale of support and sanctions will be used
- If the child does not stop bullying they may be isolated within the school during break and lunchtime or excluded for a fixed period
- If the behaviour continues the offending child will be recommended for a longer fixed period of exclusion

Curriculum Support

The Anti-bullying Policy is supported across the curriculum in a number of subject areas and through cross curricular work, including:

- class based positive role modelling and activities
- PSHE work
- assembly programme
- subject specific schemes of work
- cross-curricular collaboration
- work with external agencies and theatre companies

The school works with appropriate external agencies, for example Kite Trust, to support the development of knowledge and to raise awareness about issues with homophobia and transphobia. The Kite Trust is a local support and educational organisation addressing homophobia.