



Anti-Bullying Policy

Rationale behind the policy

The school has a clear responsibility to help staff and pupils to deal with bullying when it occurs but even more importantly to 'prevent it'.

Bullying is present to a greater or lesser extent in all institutions. All members of the school community deserve the right to feel valued, equal and respected and be able to come to school without fear. Bullying has a serious effect on a pupil's self esteem, emotional and mental health, which in turn prevents them from developing their full potential and can seriously affect their life chances.

Our school's definition of bullying is:

Bullying can be defined as an abuse of power by one or more people through repeated intimidating, aggressive or excluding behaviour with the intention to cause emotional or physical harm to another person.

It should be borne in mind that:

- ◇ bullying can be countered effectively*
- ◇ bullying is learned behaviour and can be unlearned*
- ◇ bullies need help and support to change their behaviour patterns*
- ◇ targets need a balance between protection and empowerment*

Statement of Principle

Laurel Avenue Community Primary School seeks to provide a safe, secure and positive environment in which children can develop and grow making full use of the range of facilities available to them.

All children attending Laurel Avenue Community Primary School are entitled to be treated with respect and understanding, and to participate in any activity free from intimidation. If this is the case, all members of the school community will be able to achieve their maximum potential. Bullying of any sort prevents this being able to happen and prevents equality of opportunity. It is everyone's responsibility to prevent this happening.

At Laurel Avenue Community Primary School we seek to

- ◇ actively listen to children and young people*
- ◇ act appropriately on information received*

in order to ensure that a safe, secure, positive environment exists.

Laurel Avenue Community Primary School is a Telling School.

Pupils at Laurel Avenue Community Primary School know that "TELLING" someone about inappropriate behaviour is the best way of everyone keeping safe. Telling will help the person misbehaving change their behaviour and to keep out of trouble. In our school we all understand that we have the right to be safe and that we have the responsibility of looking after each other. This means that if we see someone being picked on, repeatedly teased or bullied we know that we have a duty to help this stop.

Where bullying exists the victims must feel confident to activate the anti-bullying systems within the school to end the bullying. It is our aim to challenge attitudes about bullying behaviour, increase understanding for bullied pupils and help build an anti-bullying climate in the school.

Not all aggressive behaviour is bullying. Behaviour which appears to be bullying may be exhibited by some children, especially very young children, without the intention or awareness that it causes distress.

Some individuals may feel they are being bullied, even when there is no intention from others to cause them distress. Such perceptions of bullying should be taken seriously.

All incidences of bullying are treated confidentially.

Bullying behaviour

Bullying behaviour is not a natural part of growing up and should not be seen as such. Children and young people who bully are likely to experience difficult and unhappy relationships with both peers and adults and frequently need help to overcome these difficulties. Children and young people who bully are unlikely to stop while they can continue unchallenged.

Bullying behaviour does not just affect the victim and the perpetrator. Those who witness or know of bullying may live in fear that it will be their turn next. Bullying promotes poor models of behaviour and may encourage others to imitate these models. Children and young people who have been bullied in one setting may well become bullies in another.

Requirements

Durham County Council and organisations working on its behalf with children and young people should recognise and state categorically that bullying is unacceptable and will not be tolerated.

All organisations working on behalf of Durham County Council with children and young people are required

- ◇ *to reflect the Statement of Principle in their own Anti-Bullying Policy*
- ◇ *to identify how they will put this policy into practice*
- ◇ *to involve children and young people in the development of this policy and practice*
- ◇ *to produce a document which is published and communicated and available for all those who are directly, or indirectly, involved with the organisation*
- ◇ *to have a named member, or group, of staff who will have the responsibility for co-ordinating the implementation of the policy*
- ◇ *to make clear that everyone has a responsibility for the safety of others*
- ◇ *to identify and provide appropriate training in relation to bullying behaviour for adults, children and young people*
- ◇ *to raise awareness of adults, children and young people about bullying*
- ◇ *to ensure that all staff and volunteers involved with children and young people are able to maintain and develop positive relationships with them*
- ◇ *to provide and encourage a safe, listening environment in which adults, children and young people feel free to discuss their concerns regarding bullying behaviour*

Definitions of Bullying

Bullying is:

- ◇ *ongoing*
- ◇ *deliberate*
- ◇ *unequal*

It involves:

- ◇ *target(s)*
- ◇ *the person/people doing the bullying*
- ◇ *witnesses*

Forms of bullying

- ◇ *Physical – hitting, kicking, taking belongings*
- ◇ *Verbal – name-calling, insulting, making offensive remarks (also threatening behaviours)*

- ◇ *Indirect – spreading malicious rumours, exclusion*
- ◇ *Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)*
- ◇ *Racist - racial taunts, graffiti, gestures*
- ◇ *Sexual - unwanted physical contact or sexually abusive comments*
- ◇ *Homophobic - because of, or focusing on the issue of sexuality*
- ◇ *Cyber - All areas of internet, such as email and internet chat room misuse. Mobile threats by text messaging and calls. Misuse of associated technology , i.e. camera and video facilities*

Bullying is deliberately hurtful behaviour that is repeated over a period of time, making it difficult for the person concerned to defend themselves. This can take the form of name-calling, violence, threatened violence, sexual or racial harassment, isolation, ridicule or indirect action such as spreading unpleasant stories about someone. Bullying may make someone feel unhappy, isolated, hurt, angry, frightened or unsafe.

The school works hard to ensure that all pupils know the difference between bullying and simply “falling out”. Awareness raising exercises are carried out during the first half-term of each school year and followed through throughout the year.

Aims

- ◇ *To stop bullying*
- ◇ *To create a climate in the school where bullying is unacceptable*
- ◇ *To ensure that people feel they do not need to suffer*
- ◇ *To encourage people to show respect to each other*
- ◇ *To encourage people to tell about bullying – we are a telling school*

The importance of proactive curriculum measures

At Laurel Avenue Community Primary School we understand the need for effective curriculum initiatives to

- ◇ *raise awareness about bullying and the school’s anti-bullying policy*
- ◇ *increase children’s and adults’ understanding of how it feels to be bullied*
- ◇ *help build an anti-bullying ethos*
- ◇ *teach children how to manage constructively their relationships with others*

Good practice in proactive anti-bullying planning at Laurel Avenue community Primary School

- ◇ *Improved quality of the environmental (especially the playground)*
- ◇ *Training for supervisors*
- ◇ *Ensuring opportunities for children to be listened to and to listen to each other, through circle time, class and school councils*
- ◇ *Student Leader schemes*
- ◇ *Curricular approaches to bullying that provide experiential and participative learning*
- ◇ *Work to improve relationships between adults and children, and the role models offered by adults in school*
- ◇ *Cooperative group work*
- ◇ *Circle time*
- ◇ *PSHE and citizenship – Jigsaw*
- ◇ *Anti-bullying awareness Day*
- ◇ *Rainbow Flag Award working towards effective provision to promote respect and help children to have a greater understanding of Lesbian, Gay, Bisexual, Transgender and other (LGBT+) identities.*

Everybody at Laurel Avenue Community Primary School will do this by

- ◇ *Making sure there is a clear, agreed understanding of bullying and its effects*
- ◇ *Addressing issues of bullying, self-esteem, confidence, well-being*
- ◇ *Encouraging students to tell when they see or experience bullying*
- ◇ *Having clear strategies for preventing bullying*
- ◇ *Having clear procedures for dealing with bullying*
- ◇ *Giving support to those who are bullied and those who bully*
- ◇ *Roles and Responsibilities*

Children should

- ◇ *follow the school anti-bullying code*
- ◇ *show respect to every person in the school and avoid saying or doing anything which will hurt others*
- ◇ *report all incidents of bullying*
- ◇ *take every opportunity to show that they are against bullying and not 'follow the crowd' or 'turn a blind eye'*
- ◇ *support school projects against bullying*

- ◇ *offer support to anyone they see being bullied*

All staff should

- ◇ *show by example that they are committed to stopping bullying in the school*
- ◇ *create an atmosphere of trust and respect where children feel their concerns are taken seriously*
- ◇ *show by example that it is possible to be fair, clear and firm without being a bully*
- ◇ *listen to complaints and concerns about bullying and take appropriate action*
- ◇ *make sure that those who have been bullied are informed about what action has been taken*
- ◇ *develop and use a wide range of approaches when taking action against bullying*
- ◇ *make sure that visitors to the school are aware of policy and procedures against bullying*
- ◇ *know when and where most bullying is likely to take place*
- ◇ *tackle the rare use of derogatory or aggressive language linked to disability, gender, race, religion or belief, sexual orientation or gender reassignment.*
- ◇ *always challenge stereotyping*

Parents should

- ◇ *expect the school to take bullying seriously*
- ◇ *support the school in its policy against bullying by discussing it with their child*
- ◇ *encourage their child to follow the school anti-bullying code*
- ◇ *inform the school if their child is being bullied*
- ◇ *support the school in its actions against those who bully*
- ◇ *always contact the school if they have a concern about bullying*

Laurel Avenue Community Primary School's Anti-bullying Code

Laurel Avenue Community Primary School and Nursery



Anti-bullying Code



*Every day should be a good day where we work together,
play together and care about each other.*

*We want to be safe and....
We want everyone to be careful with each other so
nobody gets hurt.*



Every day we will choose to



*Allow everyone to get on with their work and not disturb anyone.
Be polite and caring to each other.
Help people if they have been hurt.
Support everyone by TELLING if we or anyone else is being bullied.
KEEP TELLING if the bullying continues.*

Signed: G Davison

Coordinator

Date: September 2017

Signed: C Linfoot

Chair of Community and SMSC Committee

Date: September 2017

Review: September 2020