

# **POLICY TO COMBAT BULLYING**



**Falcon**  
**JUNIOR SCHOOL**

Approved by Governors  
November 2017

*Falcon Junior School is a happy school with a reputation for caring and supportive inter-personal relationships. We are, however, aware that bullying exists in all schools. We do our very best to maintain an ethos which prevents it from happening. Issues which do arise are taken seriously and dealt with promptly and thoroughly.*

### **Definition**

Bullying is the wilful, conscious desire to hurt, threaten, upset or frighten someone, often to gain respect, power or status. A bully is someone who repeatedly picks on people who cannot stand up for themselves very well and hurts or upsets them on purpose again and again. One-off incidents can be described as 'bullying behaviour'. The word 'bullying' is not used to describe the general rough and tumble of school life.

**Examples of bullying :** Name calling - leaving people out - teasing because different - winding up - whispering - setting up for trouble - kicking - hitting - sarcasm - spoiling work - hiding possessions - spitting - glaring - staring - passing hurtful notes - tripping up - chanting - damaging property - refusing to touch anything to do with victim - belittling - degrading - stealing - obstructing - laughing at - humiliating - aggression - sexual harassment - racial abuse - gender abuse - mimicking - spreading rumours - telling lies - taunting - daring - threatening - extortion - intimidating - denting choice - saying unkind things about family - demanding money - ganging up - forcing to do something against will - Cyber-bullying – insulting text messages - using social networking sites to threaten, intimidate, insult.

Bullying is equally common for boys and girls.

### **Research has shown that a policy helps to combat bullying if :**

- Everyone knows what the policy is.
- Everyone believes in the policy.
- Everyone applies the policy consistently. An active policy creates a positive ethos.

### **Aims**

- To make it clear that no bullying of any kind will be tolerated
- To maintain and implement effective anti-bullying procedures
- To deal with bullying promptly whenever it comes to our attention
- To implement our policy to combat bullying in a way which is consistent with our other policies relating to behaviour.
- To ensure parents, governors and the wider community understand what bullying is/is not and our strategies for dealing with it.

### **Signs of Bullying**

Looking out for signs of bullying is a collective responsibility. The following 'out of character' behaviours may be an indication that a child is being bullied:

- school refusal
- frequent illness
- not wishing to go out at break times
- easily upset
- tries to avoid certain situations (eg getting changed for PE)
- books or possessions go missing
- seems frightened of walking to or from school
- begins to do badly in school work
- clothes or possessions damaged or destroyed
- becomes depressed or withdrawn and starts to stammer

- becomes distressed and eats significantly less
- attempts self harm
- cries easily
- has unexplained bruises, scratches or cuts
- asks for money or starts to steal (to give to bully)
- 'loses' pocket money
- solitary at playtime
- refuses to say what is wrong
- gives an improbable excuse to explain any of the above

### **Dealing with a bullying incident**

Keep calm, take it seriously, act promptly, reassure the victim. Investigate fully all incidents that are reported to the satisfaction of all parties.

### **Whole School Action**

- inform new parents and children of our attitude towards bullying and remind potential bullies that such behaviour is not acceptable
- give a ***Bullying is not Accepted at Falcon Junior School*** leaflet to each child on admission together with a copy of our ***Golden Rules***
- keep an eye on children who start at the school during the year until they are established
- use assemblies, PSHE lessons and Circle Time to establish peer group disapproval of bullying
- participate in Norfolk Anti-Bullying week regularly
- teach co-operative games in PE
- provide playground space which caters for a variety of play needs encourage co-operative games
- create a climate which enables children to talk in confidence to teachers or other adults about bullying
- make full use of the resources available to put positive messages across
- seek views of parents and children and monitor results

### **Strategies for Dealing with Children identified as bullying**

- inform an adult
- inform parents
- select appropriate course of action from the range of options in our behaviour policy
- deal with bully disapprovingly without resorting to bullying behaviour yourself
- monitor behaviour to prevent repetition informing other duty teachers and midday supervisors if appropriate
- review arrangements for movement about the school and supervision at key times to restrict or eliminate opportunities for bullying
- keep bullies behind until everyone has left if bullying happens on the way home
- initiate an education programme, a PSHE activity or chose a relevant theme for a Year Group assembly if bullying is about a particular issue (e.g. divorce), without focusing it on the child concerned.
- encourage witnesses of bullying to take positive action to prevent or stop it
- help the bully to understand what it is like to be a victim and to understand the consequences of his/her actions
- help bullies to change their behaviour over a period of time
- ask for help from SENCO/external agencies if required

## **Strategies for Supporting Children identified as being the Victims of Bullying**

- reassure the victim
- help the victim overcome the 'afraid to say' hurdle
- initiate an education programme, a PSHE activity or chose a relevant theme for a Year Group assembly if bullying is about a particular issue without focusing it on the child concerned
- help the victim to help him/herself by being more assertive or less sensitive
- ask for help from SENCO/external agencies if required
- tell the victim to :
  - remember that she/he doesn't deserve to be bullied
  - get friends together and say "no" to the bully
  - stay with groups of people even if they are not friends (safety in numbers)
  - avoid being alone in places where bullying happens
  - get away if in danger (don't fight to keep your possessions)
  - remember that fighting back might make it worse
  - ignore the bully
  - hide your feelings if you are upset
  - walk quickly and confidently even if you don't feel that way inside
  - be proud if you are different in some way (it is good to be an individual)

## **Strategies for Dealing with Bullying**

- help children to solve their own problems through discussion
- help children to understand the link between their behaviour and the consequences of their actions

## **Related Documents**

The Aims and Values of the School

Golden Rules

Equality of Regard and Opportunity in Learning Policy

Personal, Social, Health and Citizenship Policy

Playground Rules

Safeguarding Procedures

Staff Handbook

## **Further Information**

### **Norfolk Schools Children's Services support for schools and parents:**

School professionals: <http://www.schools.norfolk.gov.uk/Behaviour-and-safety/Bullying/index.htm>

Support for parents: [www.norfolk.gov.uk/bullying](http://www.norfolk.gov.uk/bullying)

### **Anti-bullying Alliance**

[www.anti-bullyingalliance.org.uk](http://www.anti-bullyingalliance.org.uk)

### **Childline**

[www.childline.org.uk](http://www.childline.org.uk)

### **Kidscape**

[www.kidscape.org.uk/](http://www.kidscape.org.uk/)

Many available booklets: examples

*Don't Bully Me! Advice for Primary Age Children*

*Stop Bullying*

*Preventing Bullying! A Parents' Guide*

*You Can Beat Bullying: A Guide for Young People*

### **Department for Children, Schools and Families** [www.dcsf.gov.uk](http://www.dcsf.gov.uk)

Pack for Teachers and governors

*Bullying: Don't Suffer in silence*

### **Book by Terry Jones and Keith Palmer:**

*In Other People's Shoes: Use of Role-play in Personal, Social and Moral Education*

Various Posters for Cloakroom