

Ewloe Green Primary School

Anti-Bullying Policy

The Aims of the policy are

1. To create a school ethos which encourages children to disclose and discuss incidences of bullying behaviour.
2. To raise awareness of bullying as a form of unacceptable behaviour with school management, teachers, pupils, parents, carers and governors.
3. To develop procedures for noting and reporting incidents of bullying behaviour.
4. To develop procedures for investigating and dealing with bullying behaviour.
5. To develop a programme of support for those affected by bullying behaviour and for those involved in bullying behaviour.

Rationale

Everyone at Ewloe Green Primary School has a right to feel welcome, secure and happy. Only if this is the case will all members of the school community 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 and this policy contains guidelines to support this ethos.

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 ethos in the school.

Definitions of Bullying

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, isolation, ridicule or indirect action such as spreading unpleasant stories about someone.

The school works hard to ensure that all pupils know the difference between bullying and simply "falling out".

Actions to Tackle Bullying

Prevention is better than cure and so at Ewloe Green we are vigilant for signs of bullying and always take the reports of incidents seriously. We will use the curriculum wherever possible to reinforce the ethos of the school and help pupils to develop strategies to combat bullying-type behaviour.

Pupils are told that they must report the incidence of bullying to an adult within school and that when another pupil tells them that they are being bullied or if they see bullying taking place it is their responsibility to report their knowledge to a member of staff. This can be done anonymously via a note.

All reported incidents of bullying will be investigated and taken seriously by staff members. A record will be kept of incidents. The Class teacher of the victim will be responsible for this and will be

required to give a copy of the report and the action taken to the Deputy Headteacher. Older pupils may be asked to write a report themselves if this is appropriate. In order to ensure effective monitoring of such occurrences and to facilitate coordinated action, all proven incidences of bullying should be reported to the Headteacher. If bullying includes racist abuse then this should be reported directly to the Headteacher to be recorded in the Racial Incidents Book.

Upon discovery of an incident of bullying, we will discuss with the children the issues appropriate to the incident and to their age and level of understanding. If the incident is not too serious, a problem solving approach may help. The adult will try to remain neutral and deliberately avoid direct, closed questioning which may be interpreted as accusatory or interrogational in style. Each pupil must be given an opportunity to talk and the discussion should remain focused on finding a solution to the problem and stopping the bullying recurring.

There are various strategies that can be applied if more than one pupil is involved in bullying another. Role-play and other drama techniques can be used as well as circle time. If held regularly this can be an effective way of sharing information and provide a forum for discussing important issues such as equal rights, relationships, justice and acceptable behaviour. It can also be just used within the affected group to confront bullying that already exists. Ewloe Green promotes itself as a 'telling school' which encourages children to voice any worries or concerns to members of staff in the school. The school also promotes the 'UNROC' (United Nations Rights of Children), focussing on the following:

- All children have the right to learn.
- All children have the right to feel safe and healthy.
- Everyone has the right to be respected and treated with dignity.
- All adults have a right to do their job.

Teachers refer back to these rights regularly in the classroom to remind children of the correct way to treat each other.

Victims that are worried about openly discussing an incident when the aggressors are present (e.g. taunting during a lesson) can be encouraged to go to a teacher with a piece of work, using this as a reason to speak to that teacher. Victims need to feel secure in the knowledge that assertive behaviour and even walking away can be effective ways of dealing with bullying. Setting up a buddy system or peer counselling possibly with pupils who already hold a position of responsibility may also be beneficial. Such practices will be put into place as the need arises.

Parental Involvement

The parents of bullies and their victims will be informed of an incident and the action that has taken place and asked to support strategies proposed to tackle the problem. The bully will also be reminded of the possible consequences of bullying and the sanctions for repeated incidents clearly explained to him/her.

Pupils involved in persistent bullying may be excluded from school.

A monitoring tool may also be used, usually incorporating a reward for achieving desired behaviours.

Parents and carers are reminded regularly through discussion at Parents Evenings and on newsletters and on contact with staff to inform their children that they must tell someone should they ever be bullied. Keeping information from the school or from their parents will never help a problem to be

solved and will prolong the period a victim has to suffer. Whilst there is little history of bullying at Ewloe Green Primary School we believe that one case is one too many and we believe that it is essential to regularly review this policy to ensure that we are in a position of strength on our approach to this issue. Where necessary we will call on outside agencies and resources such as the Behaviour Support Service to support our action.

This policy is seen as an integral part of our Behaviour Policy.

Attached: Bullying Incident Report Form
Racial Incident Report Form

Dyslexia Friendly Schools

We recognise that some pupils, despite often having average or above average intellectual ability and good oral skills, have difficulty learning to read or to spell and write fluently. These pupils may be described as having specific learning difficulties or dyslexia.

We recognise that these pupils have additional needs and that these needs have to be met to the best of our ability and resources; we recognise that these people have skills and talents which need to be nurtured and developed and that they have the same right of access to the curriculum and to all the activities of the school as all other pupils.

Through all of our teaching and provision we intend to adhere to the Dyslexia Friendly Schools Policy.

Literacy and Numeracy Framework

Literacy and Numeracy skills are developed throughout the curriculum. In order to emphasise their learning, children are encouraged to apply their knowledge, understanding and skills through a wide range of learning experiences.

Literacy and Numeracy skills are tracked and assessed against the framework. Progress is reported to parents regularly. Pupils in Years 2 to 6 will be tested annually in Reading and Numeracy as part of the National planned programme.

Equality Diversity

We recognise diversity and the protected characteristics of our school community and adhere to the practices within the Strategic Equality Strategy Plan

COVID 19

Due to the ongoing pandemic, a new RA has been drawn up to reflect the required safety and management measures to ensure that the site, practices and procedures are in line with recommendations from the WG and LA.

The RA is overseen by the LA and Compliance and it is reviewed regularly

Policy Agreed 2020

Policy Review 2023/2024

Signed Headteacher

Signed Chair of Governor

Bullying Incident Report Form

Ewloe Green Primary School

Name of Pupil:

Year Group/ Class:

Date:

Details of incident:

Incident reported to:

Action taken:

Signed by Pupil:

Signed by Class teacher:

Log of Racial Incidents

Ewloe Green Primary School

Date

Staff Dealing with the incident

Where did the incident take place?

Name of Victim(s) (internal and confidential purposes only)

Name of person(s) involved (internal and confidential purposes only)

Outline of the incident

Action taken

Follow up action required