

Graham James Primary Academy



Anti-Bullying Policy

Agreed by Governors: 29th June 2020 (Full Governors)

Next Review Date: July 2022



Graham James Primary Academy



Anti-Bullying Policy

At Graham James Primary Academy we have a zero tolerance on bullying. Bullying is unacceptable. It happens in all schools and many normal young people are involved at some time. We are committed to creating a safe environment where young people can learn and play, can talk about their worries, confident that an adult will listen and offer help.

We will make it clear to children, staff, parents/ carers and governors that when bullying happens we will work as a community in accordance with the policy set out in this document to help both people who are harmed and the perpetrators. We will ensure the safety of the targeted child and do our best to support improved behaviour from the perpetrator.

Aims of the Policy

Graham James Primary Academy is committed to creating an atmosphere within our school that acknowledges that any form of bullying is unacceptable.

All staff members will be aware of this policy and of the procedures to prevent and/ or respond to observed or reported bullying.

Where adult to child bullying is suspected, observed or reported it must be managed as a concern about an adult's behaviour within safeguarding procedures.

All staff, volunteers, children and parents/ carers should have an understanding of what bullying is

All children and parents/ careers should know what Graham James Primary Academy's policy is on bullying and what they should do if bullying arises.

Bullying – Our definition

Bullying is deliberate, offensive, intimidating, malicious, abusive or insulting behaviour which makes the individual feel upset, threatened, humiliated or vulnerable. Bullying involves dominance of one child by another, or a group of others, is pre-meditated and usually forms a continued pattern of behaviour.

There are many different types of bullying. Bullying can be:

| Types | Examples |
|-----------|--|
| Emotional | e.g. being unfriendly, excluding, tormenting (e.g. gestures, graffiti, abusive notes, taking another's belongings) |
| Physical | e.g. kicking, hitting, pushing, punching or any use of violence |
| Verbal | e.g. name calling, sarcasm, teasing, spreading rumours |

| | |
|-----------------------|---|
| Sexual | e.g. unwanted physical contact or sexual comments |
| Cyber | e.g. misuse of social media (e.g. inappropriate posts/ messages/ spreading rumours), inappropriate messaging (email, messaging to groups or directly etc) |
| Homophobic | e.g. any comment in relation to sexuality |
| Racist | e.g. racial taunts, graffiti, gestures |
| Discrimination | e.g. disability, gender, age or other differences |
| Mobile/ phone | e.g. threatening phone calls, text messages, taking photos without permission |

Bullying is therefore:

- Ongoing harmful behaviour over a period of time (e.g. not one off events) (STOP – Several Times On Purpose)
- Different from random acts of aggression (e.g. a one-off physical altercation)
- Not just physical violence (See table above for detailed categories) – but includes many different sorts of behaviour including intimidation, name calling, teasing and isolating etc.

Responsibilities:

Academy Staff – The adult as a role model

- The staff at Graham James Primary Academy will not misuse a position of power to dominate the children in our school. We will avoid:
 - i) Sarcastic comments
 - ii) Derogatory nicknames
 - iii) Dominating and humiliating behaviour
 - iv) Shouting at children, unless it is the only means to communicate

At Graham James, all staff will listen to children when they are willing to talk about bullying and we will be sensitive to a child's needs for privacy and respect. All staff will also adhere to and promote this policy.

Children – What we expect of the children

Children have responsibility for:

- i) Reporting any inappropriate behaviour/ bullying
- ii) The physical safety of others
- iii) Not taking or touching another child's personal belongings without permission
- iv) Including all children in play and learning activities
- v) Making sure their actions do not hurt another child/ adult (e.g. name calling/ teasing)

Children have the right to:

- i) Be physically safe
- ii) Keep their own belongings without fear of losing them (the children are responsible for their own belongings)
- iii) Be free of insult, derogatory terms and teasing
- iv) Be able to associate with other young children for friendship and companionship
- v) Learn without worry or fear caused by others

Parents/ Carers – What we expect

- i) To arrange a meeting to discuss with their child's teacher any concerns that their child may be experiencing bullying or be involved in some way
- ii) To help establish an anti-bullying culture inside and outside of school
- iii) To support our anti-bullying policy and procedure

Creating an anti-bullying climate

At Graham James Primary Academy our aim is to create a climate where bullying is not accepted by anyone within the academy community. We promote positive behaviour in many different ways (Please refer to our Behaviour Policy) which helps to create an environment where children behave well, take responsibility for each other's emotional and social well-being and include and support each other.

At Graham James children are taught 'S.T.O.P' – Several times on purpose. Children understand that one incident does not constitute bullying. Children are also taught that they are not to tolerate any unkindness and must report it to an adult immediately.

In order for children to fully understand bullying – we have created a child friendly anti-bullying policy which staff and parents can use. (See appendix 1)

The procedure to follow

- Pupils who have been bullied (refer to earlier definition) or may have seen bullying should report this to a member of staff (This information will be passed to the class teacher). If a parent/ carer is reporting bullying, arrange to meet the class teacher and explain the situation in a non-confrontational way
- The concern will be logged in the class teachers behaviour log
- Where bullying is of a racist nature, we will record this using the Racial Incident Report Form and keep a log
- All reports will be taken seriously and an investigation will take place in order to determine whether the reported behaviour is a confirmed bullying case
- The behaviour policy will be followed if bullying is confirmed (See Behaviour policy for further information on sanctions/ procedure etc)
- A member of staff will meet with the victim and discuss the effects bullying has had on them. A group meeting may then be held (this will include the victim, perpetrator and any other child directly/ indirectly involved). The member of staff running the group will explain how the victim is feeling and the group will offer suggestions to find a solution. Those who were bystanders are given a chance to see that by doing nothing, they were condoning the bullying. By the end of the meeting, solutions and expectations will be

discussed. A week or so later, the group will meet again to discuss the resolution process.

- The victim will be checked regularly to measure whether further support may be needed. All children know they can go to an adult with any concerns they may have.

Bullying outside of the academy premises

Graham James Primary Academy has a duty to address all forms of bullying. Therefore, if your child or you know of a child that is a victim of bullying (or is bullying other children), please bring this to the schools attention as soon as possible. This can be reported to the class teacher, or a senior member of staff. The procedure described on the previous page will then be followed.

Evaluation of the Anti-Bullying Policy

The Anti-Bullying policy will be reviewed every 2 years or as a result of:

- Pupil perception surveys of bullying in the academy
- Parents evening questionnaires
- Comments made by visitors and other people connected to the academy
- Local Authority / National guidance changes

This policy applies to all staff and to all children, whether temporarily or permanently on the academy roll.

The head teacher is responsible for introducing and implementing this policy. However, all staff, children and their parents/ carers have an active part to play in the development & maintenance of the policy and its success.

Graham James Primary Academy



Child friendly Anti-Bullying Policy



Several Times On Purpose

What is bullying?



At Graham James Primary Academy, a bully is someone who **hurts someone more than once**, by using behaviour which is meant to hurt, frighten or upset another person.

Types of bullying:

PHYSICAL – Punching, kicking, spitting, slapping, pushing, hitting

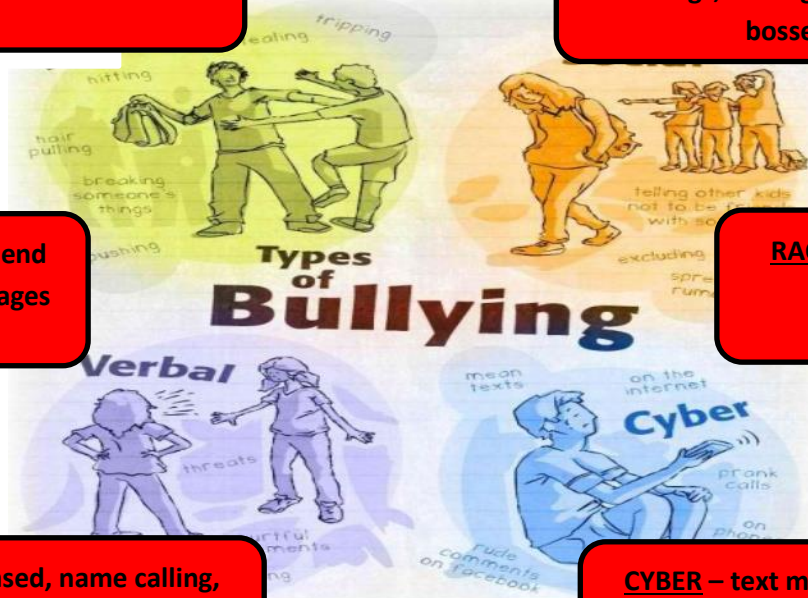
EMOTIONAL – Hurting people's feelings, leaving people out, being bossed about

3rd Person – sending a friend to be nasty/ horrid messages

RACIST – Calling you racist names

VERBAL – Being teased, name calling, hand signs/ gestures

CYBER – text messages, emails, social media, online games consoles (e.g. Xbox)



When is it bullying?

Several Times On Purpose

At Graham James Primary Academy, we say...



BULLYING IS NOT...

- When friends fall out.
- When children argue or have a disagreement.

What to do if you are bullied:

DO:

- Ask them to STOP (if you can)
- Ignore them
- Use eye contact and say 'GO AWAY'
- Walk away
- Remember – it's not your fault!
- TELL SOMEONE!!!!

DON'T:

- Do what they say
- Get angry or upset
- Hit them or fight them
- Think it's your fault
- Keep it to yourself
- Take it personally



What do we do at Graham James to help?

- We always take bullying seriously
- We try and find a way to make it S.T.O.P so you can feel safe and happy at school

Teachers
care 

What our school does to respond to bullying:

- We listen to the child and offer support
- We work together with families to find solutions
- THERE ARE CONSEQUENCES FOR BULLYING

What should I do if I see someone being bullied?



- If it is safe, go up to the bully and tell them to STOP!
- Tell an adult
- Don't act like nothing is happening – Take action!
- Be a good friend.



