Corbridge C of E First School
Anti – Bullying Policy

Statement of Principle
Bullying is a complex problem, and one that is taken very seriously by the school.
Wherever and whenever possible, the positive ethos is reinforced, so that children's self esteem is high, and bullying kept to a minimum. Bullying is an infringement of liberty, and a policy of equal opportunities means that everyone is entitled to basic rights of freedom, regardless of biological inheritance or circumstances of birth, gender, race, disability or age.

Aims
Every child has a right to feel safe, without fear of intimidation or discrimination.
Bullying when observed, must be challenged and dealt with seriously. The purpose of this policy is to ensure that whenever possible the signs of bullying are observed before they become a serious problem, and where bullying is observed, to offer guidance on how it should be dealt with.

Definition and Identification of bullying
Some of the indicators are listed of bullying are listed below. The Appendix 'School Bullying, Notes of Guidance for Members' (NAS document) is a useful document to read.

Bullying:

- Bullying is any form of sustained (and substantiated) intimidation of another person. This intimidation can be physical or psychological or both.
- The person who bullies and the victim are both in need of our support.
- Bullying can be constant, regular and intermittent.
- Bullying can be between child and child, adult and adult, adult and child or child and adult. A smaller person can bully a bigger person and a younger person can bully an older person.
- Bullying, when observed, must be challenged and dealt with seriously.

Indicators:

- Possible change in the victim's behaviour.
- Change in the victim's routine.
- Attitude change in victim to their work, other individuals or school, in any particular way.
- Increased aggression on part of the bully.

Strategies for dealing with bullying on School premises

- Having a school environment where issues of concern to children are discussed including bullying.
- Reading stories where bullying is part of the plot.
- Ensure the children understand that bullying is not tolerated, and will be dealt with seriously.
- Through the school's PSHCE scheme, for example, in sessions on the psychological aspects of health.
- Through a strong pastoral system, that is close relationship between a pupil and an adult, often the class teacher.
- Having a strong, disciplined and caring environment where all children feel secure.
- Having a staff who recognise that bullying does occur, and that its elimination has top priority.

- Being aware that there are characteristics common to bullies and victims.
- Acknowledging situations where bullying is more likely to occur, e.g. playground, corridors, toilets and frequently patrol these areas.
- All staff should take responsibility for discipline and there should be adequate supervision in the whole school.
- The strong feelings held against bullying by adults, should be made very clear to children, so that they are willing to report any incidents to an adult in school.
- Parents should be informed if a case of bullying is suspected.
- All suspected bullying should be reported to the Head Teacher.
- Punishment, where appropriate, will be in line with the school's discipline policy.
- Positive reinforcement of good behaviour is more effective than punishment

Procedures for dealing with bullying on School premises

- Inform parents if a case of bullying is reported.
- Parents of the bully should also be fully involved.
- Report all cases of bullying to the Head Teacher.
- Ensure that the child is not physically injured.
- Investigate the problem to ensure that there is some validity to the complaint. For a complaint to be substantiated there must be some corroboration from other children or adults. The school must make every effort to investigate claims fully.
- Show concern, with the bully present if appropriate.
- Try to restore the victim's self-confidence.
- Assure the victim that you will do everything to stop the bullying.
- Discuss with the victim and bully.

Strategies to deal with bullying outside School Premises

Where a pupil reports bullying off the school premises, it may be appropriate to:

- Talk to the transport company about bullying on buses.
- Talk to the head teachers of other schools, where pupils from these schools are bullying off the premises.
- Plan safe routes to school with the pupils.
- Talk to pupils about how to avoid or handle bullying outside school premises.
- Talk to the local police about specific groups and problem areas.
- Assess risk relating to residential trips e.g. children grouping.

Preventative Work

- Education regarding bullying starts in Nursery, by having strategies and responses with parents and children.
- All staff should realise that the victims of bullying include the bully (and their family) and especially the victim's family who may feel all the following emotions: helplessness, doubt, shame, disappointment, embarrassment, despair, failure, frustration, anxiety, inadequacy, dismay or confusion.
- Seek support of SENCO / outside agencies in promoting classroom activities to reduce bullying.
- Parents will be made clear of the school's policy.

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