



GAYTON PRIMARY SCHOOL

ANTI-BULLYING GUIDANCE

This guidance has been compiled by a group of parents, working with staff and governor representatives.

OUR PHILOSOPHY

"Bullying is an anti-social behaviour which affects everyone; it is unacceptable and it will not be tolerated in Gayton Primary School. Everyone in our community has a responsibility to report any incident of bullying that comes to their attention and these reports will always be taken seriously. As Headteacher, I am pleased to endorse this anti-bullying guidance for parents and carers, which has been discussed and agreed by a working party of parents, governors and staff." Mrs McAleny (Headteacher)

HOW WE EDUCATE OUR CHILDREN

Our school has been pro-active to establish a series of strategies to educate our children about bullying and how to prevent it. We teach children that their silence is a bully's greatest weapon and that they deserve not to be bullied and that it is wrong. We teach children to be proud of who they are and that it is good to be an individual. We focus on, and reward, good behaviour and we are an OPAL (Outdoor Play and learning) school and have a buddy system to reduce incidents during playtimes and to support lonely and vulnerable children. We continue to work with outside agencies such as My Esteem to develop children's self-esteem, empathy and resilience. These agencies have worked with the children, parents and staff and we have hosted parents' and children anti bullying workshops and assemblies.

Several
Times
On
Purpose

Start
Telling
Other
People

IS IT BULLYING?

The school community has agreed and adopted the following definition of bullying, *"Bullying is an action that is repeated often over a period of time involving one or more individuals. It involves the deliberate intention to hurt others, either physically or emotionally."* Bullying can be physical, psychological, social, emotional, verbal (including social media) or can be damage to property or theft.

Bullying is not being left out from time to time, a disagreement with classmates, disliking somebody, being bossy or accidental physical harm. These behaviours are not ideal, but it is important to understand the difference between bullying and general conflict or unskilled behaviour.

If you think that your child is being bullied look out for signs including withdrawal, anxiety, deterioration in their work, behaviour changes, bed wetting, non specific illnesses, not wanting to go to school, damaged possessions or unexplained cuts and bruises.

WHAT IS GAYTON PRIMARY SCHOOLS ANTI-BULLYING PROCEDURE?

DO:

- Allow your child to talk to you and tell you what happened. Use open ended questions, but remember your child may not have told you all the facts.
- Reassure your child that they have done the right thing to tell you about the situation.
- Find out if they have told a member of staff and make it clear to your child that you will work as a team with school to resolve the issue.
- Remain calm and encourage confidence and resilience.
- Think about what you are going to say to your child and the school - bullying is an emotive issue.

DO NOT:

- Put words into your child's mouth or immediately question them when they come home.
- Get angry and apportion blame or approach the alleged perpetrator or their family. You only have one side of the story.
- Escalate the problem by publically posting your concerns on social media or by speaking in a negative manner about the school or staff in front of your child.
- Tell your child to ignore the alleged perpetrator or hit back.

STAGE 1

Bullying is potentially identified



STAGE 2

Parents / carers notify school



Notify your child's class teacher immediately of your concerns by speaking to them at the school gates or calling or emailing the school office to arrange a call back / meeting. **If emailing or calling, please leave initial details of your concern with the office staff so that your discussion with the teacher can be as productive as possible.** The teacher will work with you to find the most effective way forward.

OR

STAGE 2

School notifies parents / carers



If the school believes that your child is either the subject or perpetrator of bullying, you will be contacted by your child's class teacher. You will be provided with a brief outline of events to enable you discuss the matter with your child at home, before a meeting is convened with the class teacher to discuss the matter in more detail.

Listen calmly to what the school may be telling you and how your child could be behaving inappropriately or contributing to the situation. Refer to Stage 1 for how to approach the conversation with your child and the school.

STAGE 3

School investigation



Staff will be informed of the situation to ensure that children can be monitored as appropriate. As a matter of course, after school clubs are not notified of incidents. Please notify your child's teacher if you would like the school to make them aware of any incidents.

Where incidents occur within school, and are brought to the school's attention, they are logged (whether as victim or perpetrator). Children's records are reviewed to detect potential emerging patterns.

A member of staff will have a discussion with every child involved to try establish the full facts of the situation.

No bullying identified

You will be notified of the outcome of the school's investigations by your child's class teacher. If no bullying is identified, the school will always seek to mediate and work with the children to resolve their differences. The situation will continue to be monitored by members of staff. If you still have ongoing concerns, please maintain a dialogue with the class teacher to resolve the situation as far as possible.



Bullying identified

Usually, parents of the children involved will be invited into school separately to discuss the outcome of the investigation with the class teacher (the Headteacher will be informed at this stage). Strategies to help develop the child's resilience and effective ways forward will be discussed.

STAGE 4

Outcome of investigation reported to parents / carers



Children will always be asked to apologise to victims of proven bullying. Sanctions are outlined in detail in the anti-bullying policy and may include, for example, a verbal warning, lost playtime, removal of privileges (including Good to be Green treats), class activities in and out of school. In certain circumstances we may impose fixed term or permanent exclusion from the school. Behaviour improvement strategies may include having a home / school book, positive behaviour plans and target charts. If we have ongoing concerns, we may involve outside agencies for advice. The consequences and improvement strategies will be specific to each incident.

Please appreciate that:

In exceptional circumstances, it may be necessary to fast track a child through the above procedure. Please refer to the Gayton Primary School anti-bullying policy on the school website for full details of our anti-bullying procedure:
<http://www.gayton.wirral.sch.uk/policies-1/>.



The school does have a responsibility to support the child who is demonstrating bullying behaviour. School staff will not be able to tell you all of the details about the perpetrator, their personal situation and all of the actions that the school proposes to take to address the issues.

These situations can take time to resolve; the school will continue to work in partnership with children and families in order to develop positive outcomes.

If you do not believe that the issues have been resolved to your satisfaction, please make an appointment with the Headteacher.

STAGE 5

Monitoring



As stated in Stage 3, ongoing records of all reported incidents are kept on the appropriate children's individual incident logs (victim and perpetrator).

The Headteacher will be notified of any child whose name keeps reappearing or whose behaviour is particularly concerning and the child's parents / carers will be notified (See Stage 2).

Staff will make regular follow up checks with a child who has been bullied to ensure that it has not resumed.

STAGE 6

Further action



If you have worked with the school through the above stages and still feel that the bullying has not been dealt with effectively, please follow the school's complaints policy which is on the school website. You can also seek further guidance and advice from the external agencies listed below.

My Esteem

Email: kayte.walsh@me.com

Telephone / Text: 07810 801952

Bully Busters – Local Solutions – Wirral

Address: 286/316 Scotland Road, Liverpool, L5 5AE

Telephone: 0151 3302010 / free helpline – 0800 1666928

Website: www.bullybusters.org.uk/

The National Bullying Helpline

Address: PO Box 1276, Swindon, SN25 4UX

Email: admin@nationalbullyinghelpline.co.uk

Telephone: 08452 255787 or 07734 701221

Bullying UK

Website: www.bullying.co.uk/