

- STAFF ADVICE -

If Bullying is suspected:

- ◆ Talk to the suspected victim, the child suspected of exhibiting bullying behaviour and any witnesses, to clarify what has happened.
- ◆ Talk to the child to discover why they acted in the way that they did. Make it clear that bullying is not tolerated at our school.
- ◆ If the suspected perpetrator owns up then the sanctions outlined in the Behaviour Policy will be applied and the parents/carers of the perpetrator will be seen by the Leader of Learning for children with SEMH or the Head Teacher
- ◆ Record incidents of bullying in the schools CII database.
- ◆ If it is clear that the child is not being honest, apply sanctions and record as before.
- ◆ If there is uncertainty create a monitoring log and alert the Leader of Learning for children with SEMH and any other appropriate staff.
- ◆ The Leader of Learning for children with SEMH will continue monitoring the situation to ensure no repetition. Record follow-up findings in the CII database.
- ◆ Attempts will be made to help the child or children exhibiting bullying behaviours to change their behaviour. Where necessary other professionals will be asked to work with the class group or individual children.
- ◆ Discuss bullying issues regularly as part of your class's PSHE and circle times and in response to any significant incidents involving a child or children in their class.

- PARENT/CARER ADVICE -

We advise Parents/Carers to:

- ◇ Calmly talk with you child about his/her experience.
- ◇ Make a note of what your child says, particularly who was said to be involved; how often the bullying has occurred; where it happened and what has happened.
- ◇ Reassure your child that he/she has done the right thing to tell you about the bullying.
- ◇ Explain to your child that should any further incidents occur he/she should report them to a school adult immediately.
- ◇ Make an appointment to see an appropriate member of staff.
- ◇ Explain to the member of staff the problems your child is experiencing.



If Parents/Carers need more support we advise them to:

- ◇ Check with the school's behaviour policy to see if agreed procedures are being followed.
- ◇ Make an appointment to discuss the matter with the Head Teacher.

If you have any further questions don't hesitate to contact the school.



Primrose Hill Primary School

Anti-Bullying Guidelines

*A guide for Pupils, Parents/Carers and
members of Staff*



At Primrose Hill we believe that all pupils have a right to learn in a supportive, caring and safe environment, without the fear of being bullied. We promote high standards of behaviour. It is made clear that bullying is a form of anti-social behaviour; it is wrong and will not be tolerated.

We recognise that bullying may occur in the school at some time. We do not tolerate bullying, abuse or harassment of any kind.

- We Believe -

We believe that all learners are of equal worth and should be enabled to achieve their full potential. We recognise that in order to achieve this, children have the right to be educated in an environment where they feel valued, respected and safe; including freedom from bullying/harassment, cyber-bullying, prejudice bullying related to special educational needs, sexual orientation, gender, race or religion.

Bullying deprives pupils of this right and denies access to the full curriculum. We believe that pupils who suffer regular, on-going bullying cannot achieve their full academic or social potential.

- Our Aim Is To -

- Ensure pupils understand what bullying is.
- Ensure pupils feel safe enough to report incidents of bullying concerning themselves or others.
- Ensure that we support and guide the perpetrators of bullying, so that they understand the implications of their actions.
- Ensure that parents feel safe and are encouraged to discuss their concerns with all staff.
- Ensure that staff feel supported in dealing with incidents of bullying.
- Ensure that all adults feel safe in discussing bullying with other adults within the school community and feel assured that action will be taken to deal with incidents.

- What is Bullying? -

Behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group, either physically or emotionally.

At Primrose Hill we devote a great deal of time, resources and energy into ensuring that bullying is prevented. The following list gives examples of a few of our preventative strategies:

- * A high ratio of adults at break-times in order to monitor the children's behaviour.
- * A Friendship squad to facilitate games, play and positive interaction during break-times.
- * A variety of lunch clubs offering opportunities to practice social skills with an adult facilitator
- * Adhering to and promoting our Golden Rules and classroom rules which embody a positive attitude and ethos in our school.
- * Stars of The Week are nominated each Friday by the class teachers to highlight and reward children who have worked hard and shown an excellent attitude that week.
- * Golden ticket winners each week for the children who are always doing the right thing and are the role models of the school
- * Anti -Bullying Week.

- Support for those exhibiting Bullying Behaviour -

The school recognises the need to address the underlying needs of those children who exhibit bullying behaviour, rather than simply excluding them. As part of this support, parents are to be informed and specific interventions and meetings are set up to foster positive behaviour.

However, in accordance with the school behaviour policy, if bullying persists, the school exclusion policy will be adhered to.

We teach children to use the following strategies:

- PUPIL ADVICE -

- ◆ Remember that your silence is the bully's greatest weapon.
- ◆ Tell yourself that you do not deserve to be bullied and that it is wrong.
- ◆ Be proud of who you are. It is good to be an individual.
- ◆ Try not to show that you are upset. It is hard, but a bully thrives on someone's fear.
- ◆ Be assertive – say NO! Walk confidently away. Go straight to a teacher or member of staff.
- ◆ Fighting back may make things worse.
- ◆ It is best to tell an adult you trust straight away. You will get immediate support.
- ◆ Teachers will take you seriously and will deal with children exhibiting bullying behaviour in a way which will end the bullying and will not make things worse for you.
- ◆ TELL your parents or carers or somebody that you can trust.

