

 <p style="text-align: center;"><i>First the blade, then the seed, then the full grain.</i></p> <p style="text-align: center;"><i>Mark 4:28</i></p>	<p><b>Gillamoor Church of England School</b></p> <p>Our rural and community focused school aims to enable everyone in our community to flourish through a focus on nurturing first the blade, then the ear, then the full grain (Mark 4:28); from the youngest child to the oldest member of the village. Inspirational learning through curiosity and commitment will encourage aspiration and the desire to be the best they can, in their work and through the respect, care and love they have for each other. Enabling a life lived in all its fullness.</p> <p><b>Anti-bullying Policy</b></p>	<p><b>Date for Review</b></p> <p><b>Sept 2022</b></p>
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## Aim

At Gillamoor CE Primary School we aim to provide a happy and secure environment in which no-one is subject to being bullied by anyone in the school. We believe that both children and adults should feel no fear of others and should be treated with respect and dealt with sympathetically.

## Objectives

- Everyone should know and understand which behaviours are considered to be bullying.
- All children should know what to do if they feel they are being bullied or if they see bullying.
- Everyone should know what will happen to children who bully.

## 1. Defining Bullying

There is no legal definition of bullying. However, it's usually defined as behaviour that is: Repeated over a period of time, intended to hurt someone either physically or emotionally, often aimed at certain groups, for example because of race, religion, gender or sexual orientation. It takes many forms and can include:

physical assault

teasing

making threats

name calling

cyberbullying - bullying via mobile phone or online (for example email, social networks and instant messenger)

(Gov.UK website Jan 2018)

We accept the broad statement that bullying is the wilful, conscious, desire to hurt, threaten, frighten or intimidate someone else. Bullying can be manifested through the following:

- Behaviour that conveys a message of rejection and hostility; and leaves the victim feeling isolated, lonely and vulnerable.
- Unkind behaviour, including name calling and highlighting personal differences.
- Disturbances in relationships between children resulting in intimidation, rivalry for friends or pressure to conform to bad behaviour.
- Physical assault.
- Extortion/Theft.

We do not consider the day-to-day disagreements that arise between children to be bullying. Children are encouraged to try to deal with these disagreements themselves with reference to the school's values and rules and to tell an adult if this does not work.

Staff will be able to use their knowledge of their pupils to identify changes in their behaviour that might indicate bullying. Signs of bullying might include:

- unwillingness to come to school
- withdrawn, isolated behaviour
- complaining about missing possessions

- refusal to talk about the problem
- easily distressed
- damaged or incomplete work

- Thought and sharing box in each classroom

Staff should regularly remind children that problems can be discussed confidentially at their request.

## **2. Preventative Measures.**

We strive to thoroughly embed our school values amongst all children and therefore create a supportive climate. A restorative practice approach is used by all staff to ensure that children are listened to and a fair solution agreed. Gillamoor CE Primary School does not tolerate bullying and any incidents will be treated seriously and investigated thoroughly:

Strategies for children to use if they are being bullied or see someone being bullied are discussed in whole school assemblies and through PSCHE lessons.

Parents concerns are taken seriously and dealt with accordingly.

Staff will

- Promote a positive, caring, cooperative ethos throughout the curriculum and in the daily life of the school, and use every opportunity to teach social behaviour and skills.
- Ensure that the children are familiar with the school's attitudes to bullying and understand how bullying is dealt with.
- Use role-play, drama, circle time and discussions, to consider bullying, in order to encourage children to report any incidents
- Be vigilant during lessons, playtimes and dinnertimes in order to minimise opportunities for bullying.

## **3. Assessing Bullying.**

Staff will

- Note and investigate any changes in character or signs of distress in a pupil.
- Listen compassionately to a victim's account of any incident, and then listen to the alleged bully's account and any witnesses.
- Log reported incidents in class log book.

## **4. Procedures to Deal with Bullying**

- The victim will always be taken seriously and listened to sympathetically.
- Various strategies will be used, depending on the severity of the case.
- Whichever strategies are chosen, it will be clear to all concerned that action has been taken.
- However staff will respect the victim's right to privacy if requested.

**In more serious cases the following procedure will be followed:**

- Parents of the victim and the bully will be informed.
- An appropriate sanction will be imposed on the bully.
- The victim will be supported.
- The bully will be encouraged to modify their behaviour for the future and will be supported in their endeavours.

If an incident takes place, which meets the school's definition, it will be dealt with in line with the behaviour policy.

It is the responsibility of the whole school community to ensure that bullying does not take place by ensuring the development of a caring and supportive ethos. Our aim is to enable children to develop the skills to allow them to deal with situations that they may encounter.

Signed;

Date of next review: September 2022