
Alleviating Bullying Policy

Introduction

At Park View Primary School we endeavour to create and maintain a calm, positive ethos, where mutual tolerance and understanding is highly regarded.

The following articles from the United Nations Convention on the Rights of the Child (1989) are crucial principles to be guided by:

'States Parties shall take all appropriate legislative, administrative, social and educational measures to protect the child from all forms of physical or mental violence, injury or abuse, neglect or negligent treatment, maltreatment or exploitation, including sexual abuse, while in the care of parent(s), legal guardian(s) or any other person who has the care of the child.'
(Article 19)

'States Parties agree that the education of the child shall be directed to:
(b)*The development of respect for human rights and fundamental freedoms, and for the principles enshrined in the Charter of the United Nations;*
(d)*The preparation of the child for responsible life in a free society, in the spirit of understanding, peace, tolerance, equality of sexes, and friendship among all peoples, ethnic, national and religious groups and persons of indigenous origin.'* (Article 29)

What is Bullying?

Bullying is the use of on going aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

Definition

The Government definition of bullying is:

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

The following three conditions must be applied in order to define bullying behaviour:

- it is repetitive, wilful or persistent;
- it is intentionally harmful, carried out by an individual or group; and,
- there is an imbalance of power leaving the person who is bullied feeling defenceless

Bullying can be:

Emotional	being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
Physical	pushing, kicking, hitting, punching or any use of violence.
Racist	racial taunts, graffiti, gestures.
Sexual	unwanted physical contact or sexually abusive comments.
Homophobic	because of, or focusing on the issue of sexuality.
Verbal	Name-calling, sarcasm, spreading rumours, teasing.
Cyber	All areas of internet, such as e-mail and internet chat room misuse. Mobile threats by text messaging and calls. Misuse of associated technology i.e. camera and video facilities.

These actions may be from Staff, Children, Governors or Parents.

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Why is it important to respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

Schools have a responsibility to respond promptly and effectively to issues of bullying.

Statement of Intent

At Park View Primary School we

- aim to promote a rights respecting anti-bullying culture
- promote awareness of anti-bullying through SEAL and annual anti-bullying weeks
- ensure that bullying incidents are dealt with immediately and effectively, making sure that all parties are included. Future situations will be monitored and dealt with appropriately.

How do we deal with bullying in our school?

Staff Responsibilities

- To implement procedures to confront bullying in any form
- To listen to all parties involved in incidents
- To investigate incidents promptly and as fully as possible
- To take appropriate action or to refer to the SLT as appropriate
- To share with parents of the victim and bully, incidents of persistent and/or serious bullying
- To implement appropriate procedures for a member of staff
- To promote the use of a range of learning styles and strategies which challenge bullying behaviour
- To promote open management styles which facilitate communication and consultation within the school and relevant outside agencies when appropriate
- To model the values we believe in
- To promote the use of interventions which are least intrusive and most effective.
- PSHE lessons and assemblies to raise awareness of bullying issues and advice for children on what to do if they feel they are being bullied

Recording and Reporting Incidents of Bullying

All incidents of bullying are recorded on CPOMS. These will be reported to the FGB as part of the Safeguarding Report. The school has a duty to talk to all involved and will ensure parents and carers are informed and that the situation reaches a satisfactory conclusion for all parties.

Monitoring and Evaluation

The SLT and FGB will be responsible for monitoring levels of bullying throughout the school.

Reviewed at FGB meeting: January 2018