



Sir John Lillie Primary School

Anti-Bullying Policy

1. INTRODUCTION

This document outlines the Sir John Lillie Primary School ("SJL") Anti-Bullying Policy. It details how anti-bullying is promoted throughout SJL and is reviewed on an annual basis or as circumstances require.

2. STATEMENT OF INTENT

We seek to create a climate in our school whereby no member of the school community accepts bullying behaviours.

Everyone within our school community will therefore be expected to treat others with the greatest respect and to value the differences, as well as the similarities, that exist between people.

INCIDENTS WHERE BULLYING OCCURS WILL ALWAYS BE DEALT WITH SERIOUSLY AND THE BULLY WILL BE MADE SOLELY ACCOUNTABLE FOR HIS/HER ACTIONS.

3. DEFINITIONS OF BULLYING

Bullying is:

- deliberately hurtful behaviour
- repeated over a period of time
- where the bullied find it difficult to defend themselves

It can be in the form of:

- physical bullying (hitting, kicking and taking belongings)
- verbal bullying (name calling, insults and racist remarks including through electronic means e.g. texts)
- indirect bullying (the spreading of nasty rumours, isolation)
- using social media in any form to create harm

4. THE SCHOOL PERCEPTION OF BULLYING

Physical harm includes

- violent attacks – physical abuse/beatings
- kicking, punching, arm twisting
- moving a chair away from a person
- theft
- vandalising – destroying or damaging someone's work
- pushing in queues
- encouraging others to fight

Mental harm includes

- sexual/racial harassment/intolerance
- mimicking and sarcasm
- exclusion from groups
- mocking – personal insult and ridicule
- referring to family/home/clothes
- teasing and taunting
- group condemnation
- blackmail (making demands/threats)
- text messages/instant messaging/emails

5. EXPECTED BEHAVIOUR

The one rule for all of us (children, parents, carers, staff, visitors and governors) at the school is:

EVERYONE WILL ACT WITH COURTESY AND CONSIDERATION AT ALL TIMES.

Children are expected to:

- listen without interrupting
- be kind, gentle and caring, and do not hurt anybody or their feelings
- look after property as if it were their own and do not damage the environment
- work hard and stay on task without wasting anybody's time
- be honest at all times and do not tell lies

6. STRATEGIES AND PROCEDURES FOR REACTING AND RESPONDING TO INCIDENTS OF BULLYING

5 Steps to Success

1. Be available

Break the code of secrecy. Make it known that you are ready to listen. Provide immediate support.

"You have the right to come to the school and feel safe and happy. Tell me what has been happening to you."

2. Investigate

Investigate every incident as soon as possible. Interview parties individually at first to avoid intimidations and to produce an accurate report.

"I've heard that XX has been feeling scared and unhappy recently. What do you have to say about this?"

3. Record

Record every incident on an incident sheet. ALL PARTIES should be encouraged to record any incident. All e-safety incidents will be reported to the e-safety co-ordinator.

"We have a written record of this incident and it will be placed in your file in the office."

4. Respond

Step back and respond without becoming emotionally involved. The style should be 'matter of fact' and relate to severity of incident. Constantly remind pupils of our policy.

"All pupils have a right to feel safe and happy at Sir John Lillie Primary, I think we need to meet with XX and see how we can put this right."

5. Follow up

Show that you are committed in tackling bullying. Follow up every incident at a future pre-arranged time. This will show pupils that the school supports them and wants to encourage positive behaviour.

"Perhaps we can all meet together this time next week and see how things have been going"

All incident sheets are kept and reviewed by SLT. They are recorded on SIMs for analysis purposes.

E-safety incidents will be logged in the e-safety book and reported to governors at full governor meetings.