



Greenfields School

Policy for Anti-Bullying

This needs to be read in conjunction with the School Safeguarding and Child Protection Policy

Ethos

*Bullying is any **persistent** behaviour that harms others who do not have the skills or resources to counter it. It does not normally apply to one off acts of aggression. For bullying to exist there has to be the repeated exercise of unequal power over a period of time.*

Aims

- *To ensure the safety of children and staff at Greenfields School and The Gables*
- *To develop an ethos in which the behaviour exhibited by bullies is recognised and rejected.*
- *To understand that radicalisation is a bullying behaviour*

Preventing Bullying

Awareness raising will take place as part of the whole curriculum. Opportunities will be made available in groups to talk about bullying in general and all children will be encouraged to report bullying to staff. In assemblies the sort of behaviour exhibited by bullies will be illustrated.

Children and staff, through E-safety opportunities, will be aware of the dangers of bullying from internet sites. Staff will ensure that pupils are appropriately accessing the internet.

Children will understand that radicalisation through the media of the internet is also a form of bullying.

Expectations	Warning Signs
<ul style="list-style-type: none"> ▪ <i>Everyone will be physically safe.</i> ▪ <i>People will be free of insults, teasing and derogatory comments.</i> ▪ <i>People will be able to keep their possessions and money without being harassed.</i> ▪ <i>Victims will be able to discuss their problems in safety.</i> ▪ <i>Colluders will be able to voice their concerns in safety.</i> ▪ <i>Perpetrators will be able to contribute to making things better.</i> 	<ul style="list-style-type: none"> ▪ <i>Threats whether implicit or explicit.</i> ▪ <i>Dominating and humiliating behaviour.</i> ▪ <i>Unkindness, which is often justified as a joke.</i> ▪ <i>People who often seem to be using or borrowing other people's possessions but never need to lend their own things.</i> ▪ <i>People who often expect favours or presents but never seem to offer them.</i> ▪ <i>People who often seem to have others doing jobs for them, but never seem to reciprocate.</i>

Dealing with Bullying if it Occurs

The aim of an intervention will be to make life easier for the victim. Care must be taken not to put the victim under more pressure as a result of reporting the problem.

The issues will be dealt with rather than blaming individuals. This will be done in a variety of ways: circle time, class time and assemblies. The aim of this will be to highlight the unacceptable behaviour and ask children to look out for it. Staff will give illustrations that clearly identify the problem as located with the perpetrator. Cognitive and therapeutic approaches can then be used with the perpetrator/s to look at ways to prevent their behaviour being "misunderstood".

Where the perpetrator of bullying behaviour is capable of empathy 'no blame' approaches can be used. Reminding the perpetrator how it feels to be a victim.

The school will take part each year in National Bullying Awareness Week with focussed activities, using National materials as available.